

What is an agile coach, *really*?

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Radical thoughts...

Be detached from outcomes



Take it to the team



Be
a
mirror



Master your face



Let there be silence



Model being outrageous



Let the team fail



Be their biggest fan

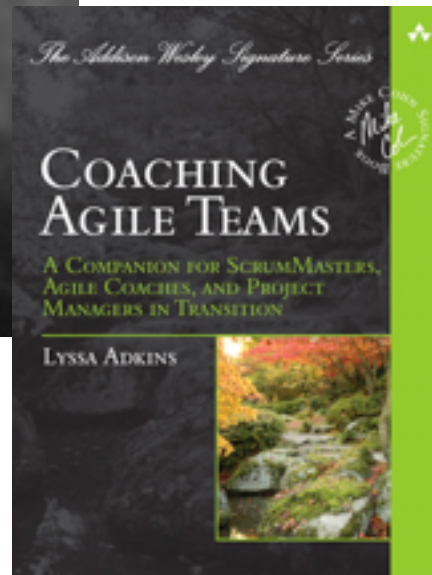




Who is Lyssa?

Before Scrum

- ▶ 15-year career in project and program management
- ▶ PMO director
- ▶ PMP
- ▶ Six Sigma Green Belt



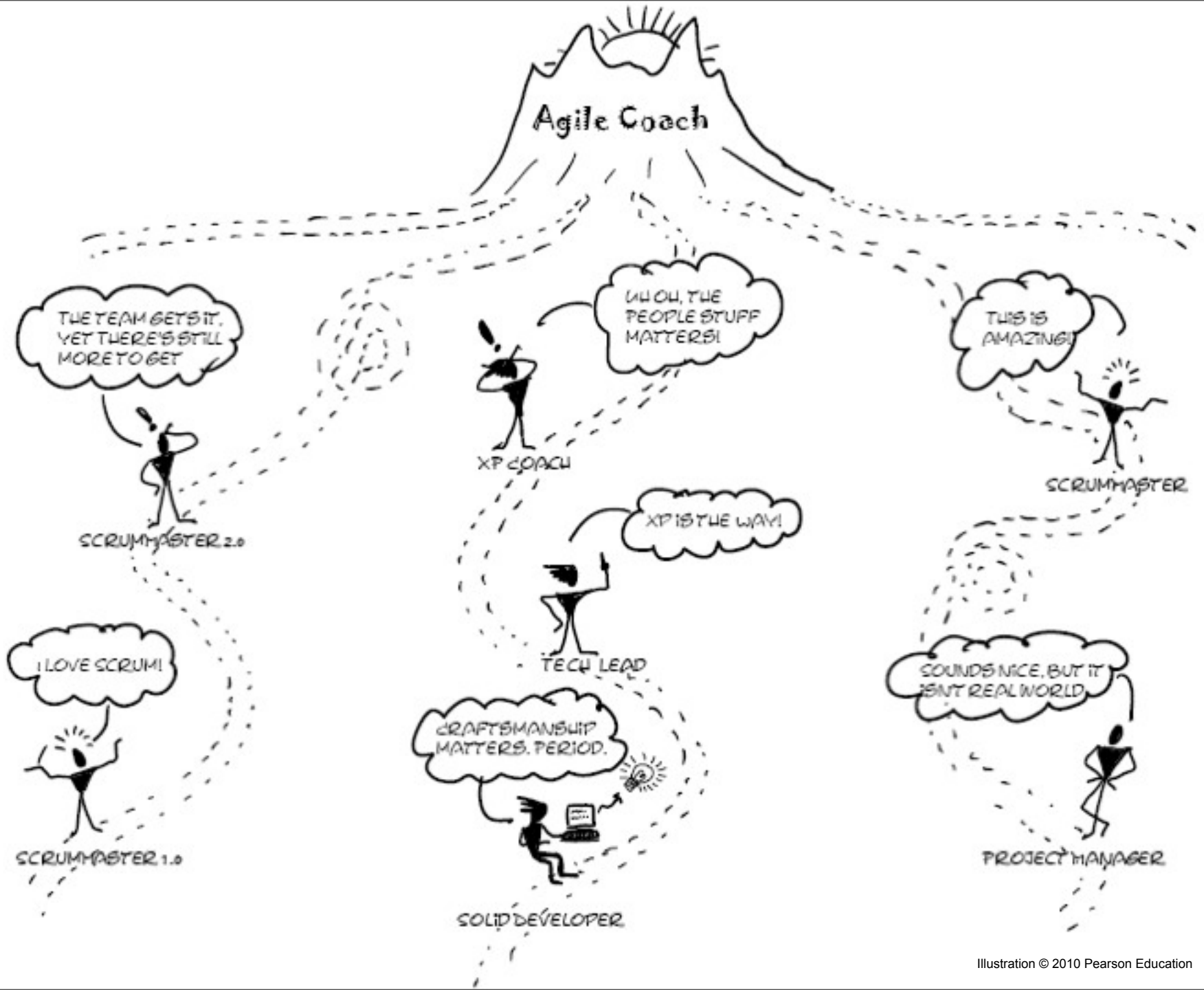
After Scrum

- ▶ All that + Certified Scrum Trainer and
 - ▶ a belief that teams really do know what's best
 - ▶ a rabid focus on delivering business value
- ▶ Scrum Coach
- ▶ Co-active Coach



Many journeys...all are OK

Agile Coach





An agile coach is...

What is an Agile Coach?

BULLDOZER

Shepherd

Servant Leader

Guardian of Quality and Performance

BULLDOZER

Shepherd



Performance

Servant Leader

Guardian of Quality and

An agile coach...

Coordinating individual contributions



Coaching for collaboration

Being a subject matter expert



Being a facilitator for the team

Being invested in specific outcomes



Being invested in overall performance

Knowing the answer



Asking the team for the answer

Directing



Letting the team find their own way

Driving



Guiding

An agile coach...

...someone who takes teams beyond getting agile practices up and running, into their deliberate and joyful pursuit of high performance.



That's a lot of stuff...how?

Bring in the allied disciplines

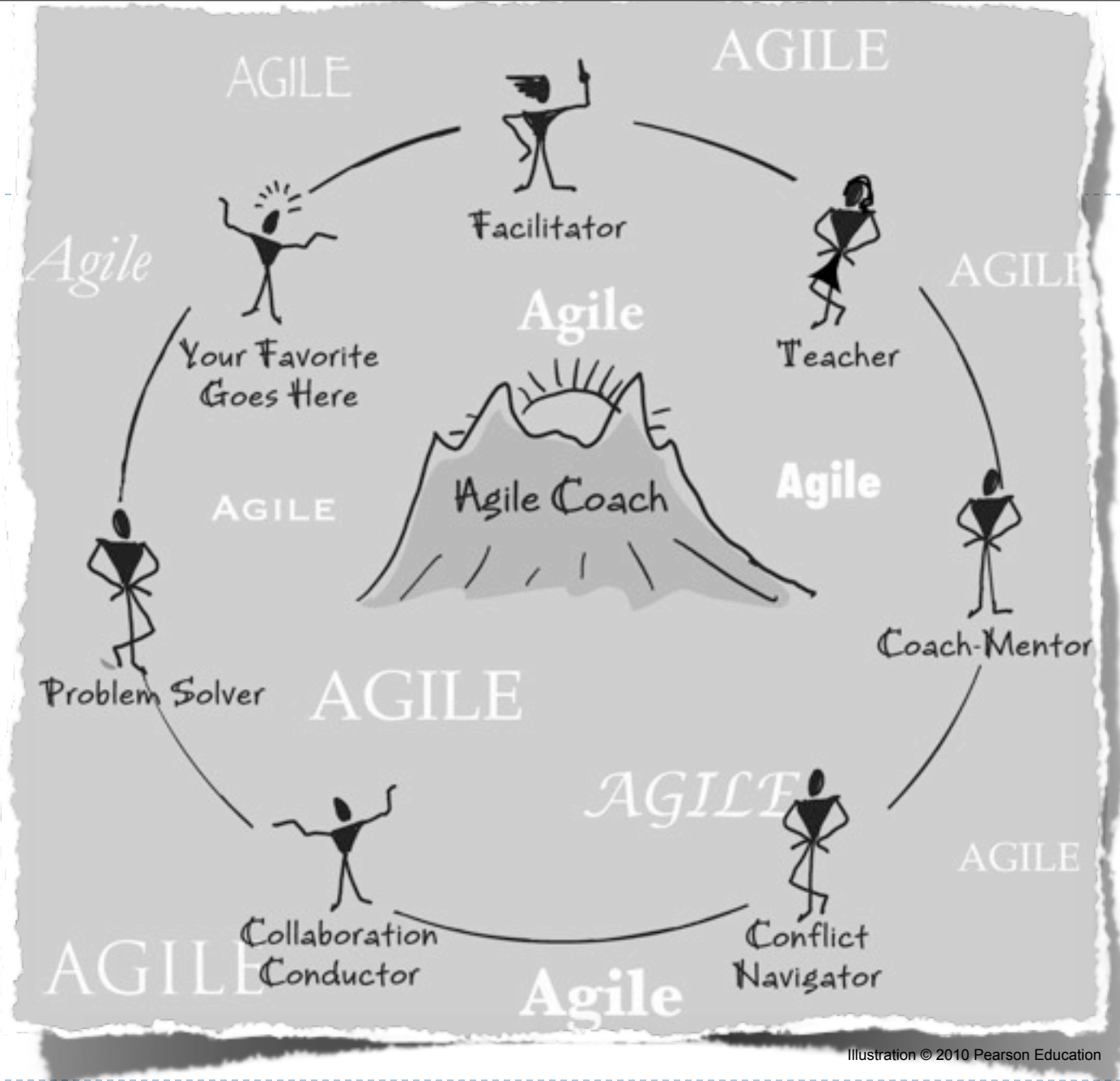


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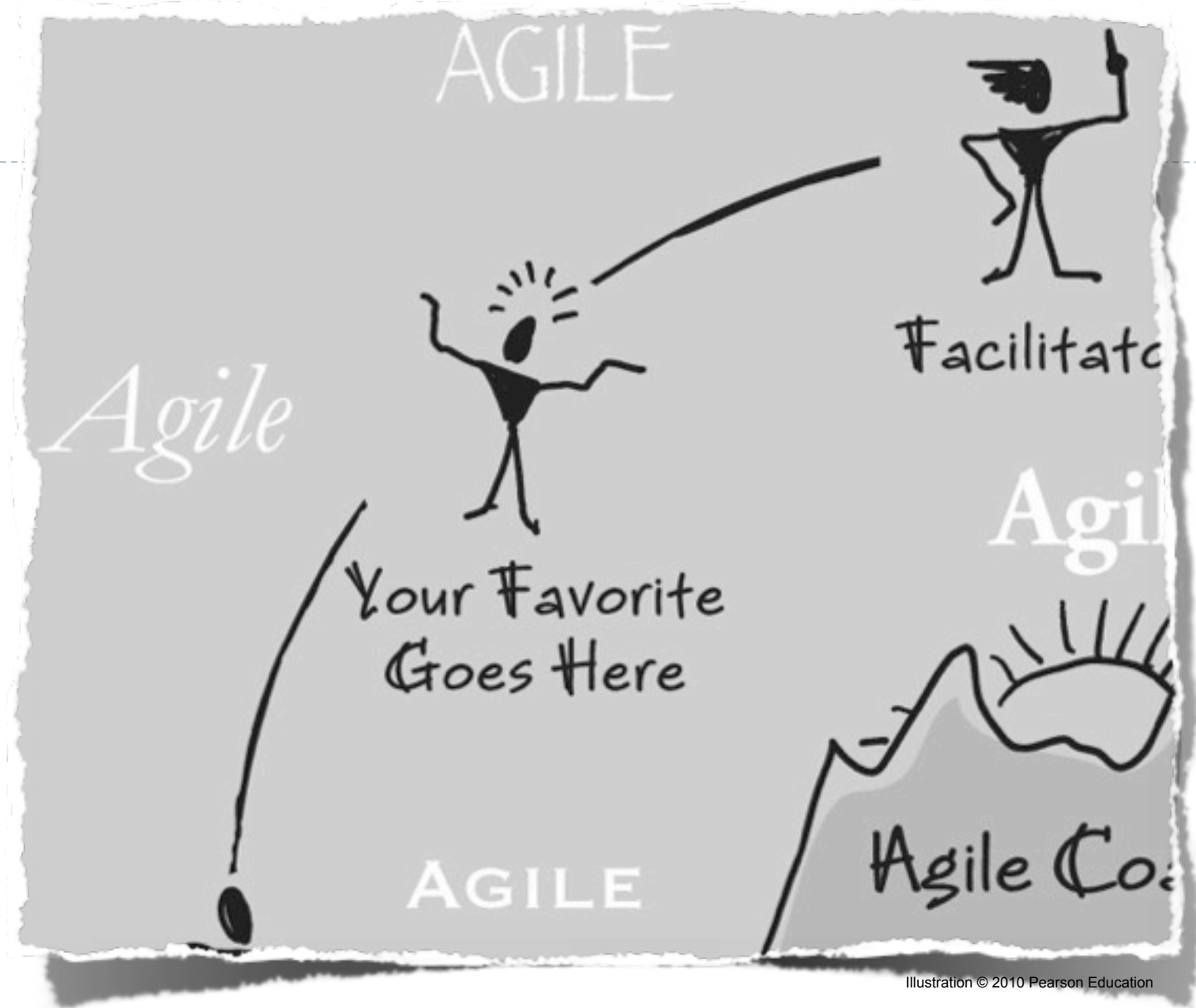


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How am I doing?

The yardstick...

Self-organizing

Consensus-driven

Team believes they
can solve
any problem

Team success

EMPOWERED

Trust

CONSTRUCTIVE DISAGREEMENT

Owens Decisions & Commitments

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An agile coach's value journal

The value I delivered this week:

- Helped product owner get in synch with sponsor. She didn't see that she was giving the team direction separate from the vision!
- Started program-level spaghetti diagram of all the eps impacts from the Agile teams' deliveries. Everyone added to it and in one day we had a complete view. The program had been trying to get this view for over a month.
- Helped PMO director use agile teams' release plans to create her integrated "schedule". She won't be driving dates down to the teams anymore!
- Taught a product owner and apprentice agile coach how to get started creating a product backlog for a new endeavor. They're off and running now.
- Started up a new team. They got a good start.
- Convinced program-level change management team to work with the agile teams rather than sending "down" their list of deadlines. This is radical for them!
- Agile manager recognized (by herself) that she was being too directive. This coaching thing works!

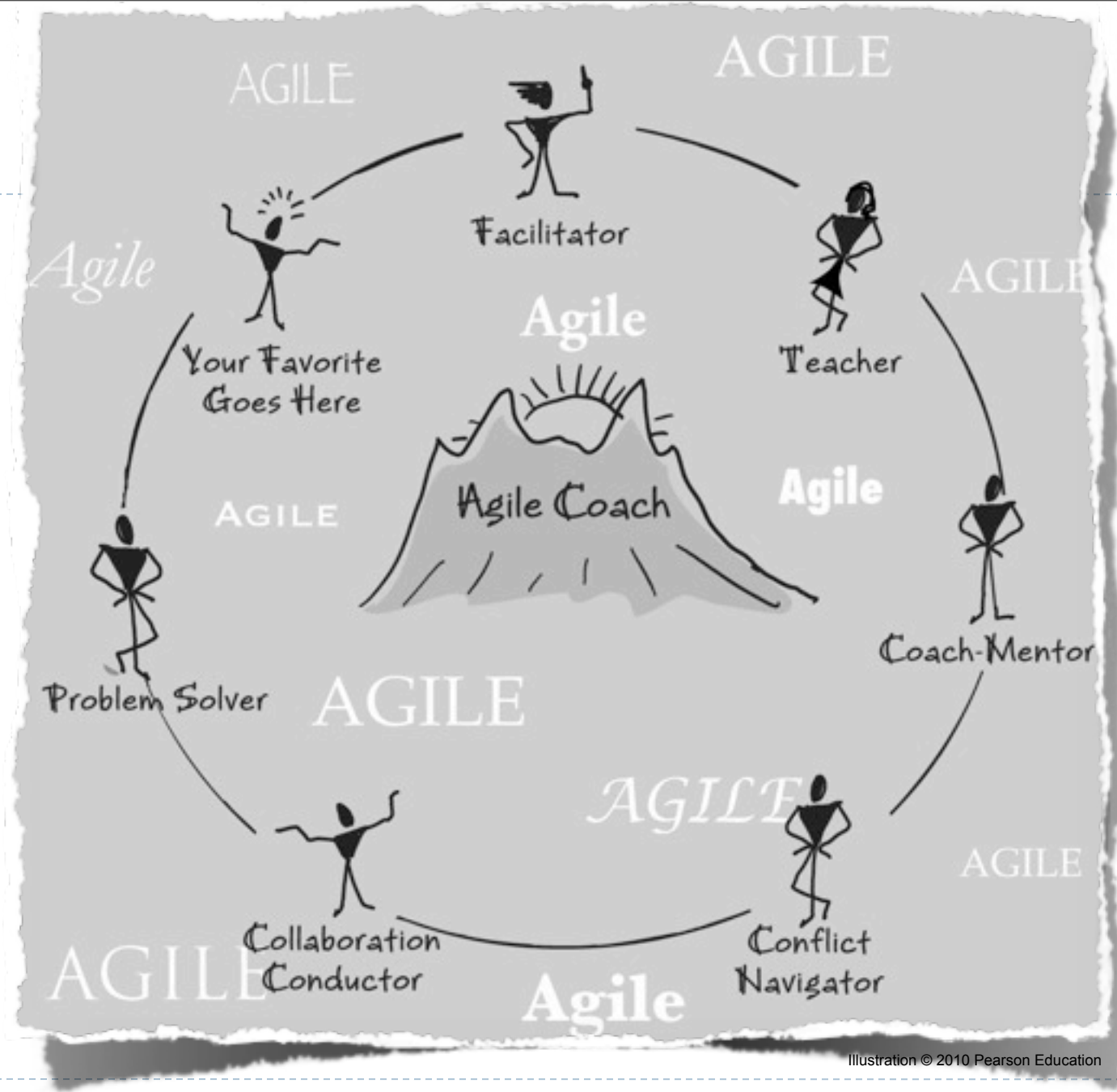


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Agile coaching is...

**40% doing
60% being**

As an agile coach you model the key behaviors of a good agilist.

You **ARE** what you're trying to teach them to BE.



Last words...

Don't
go
it
alone



GET INSPIRED

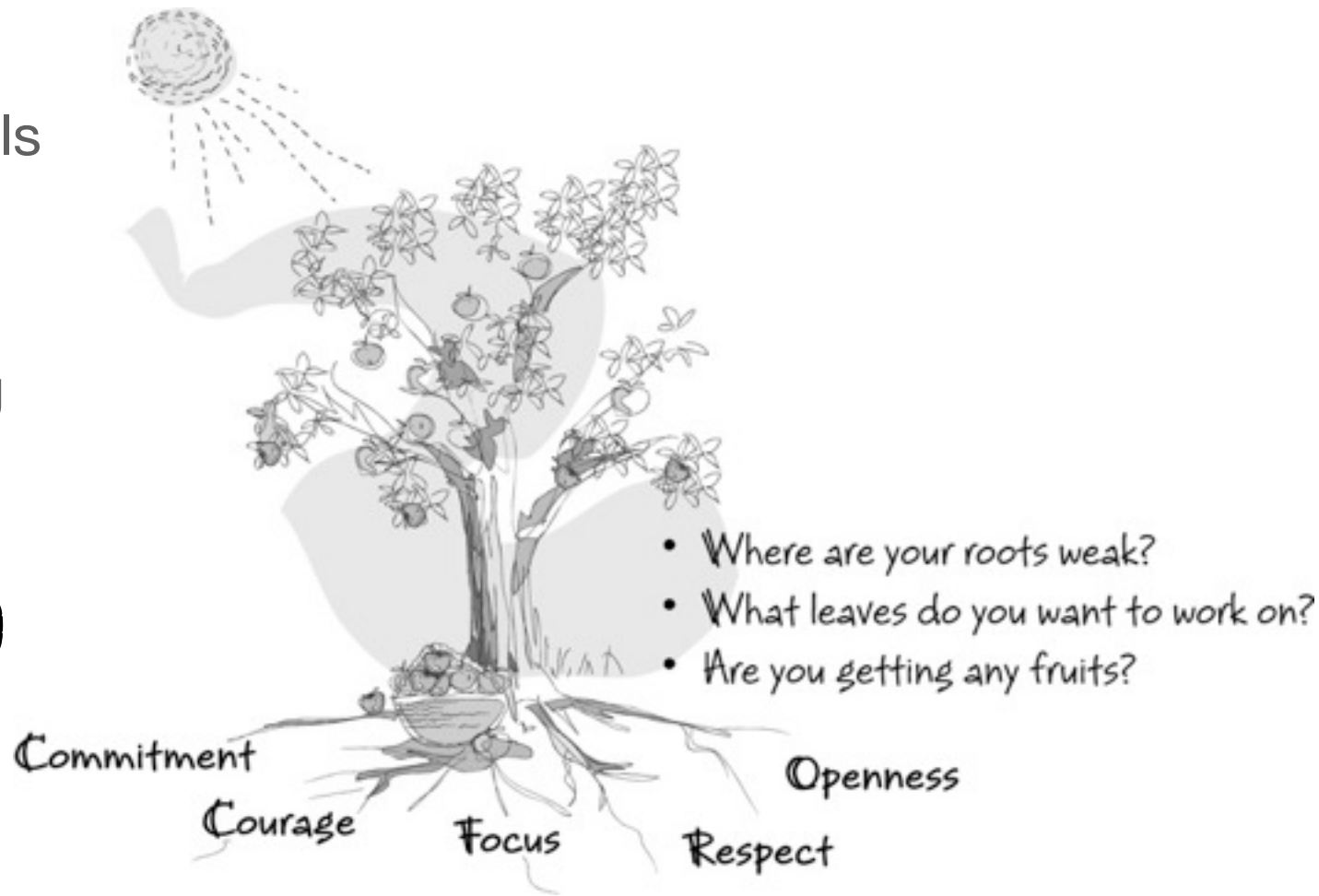
Inspiration Emails

GET GROWING

Join a Coaching Circle

GET SUSTAINED

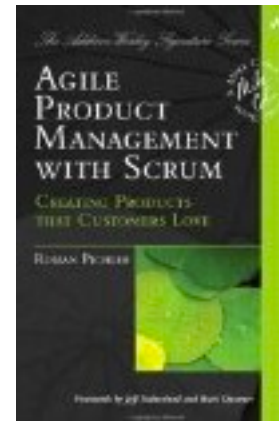
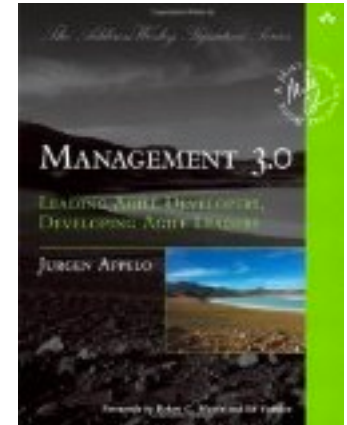
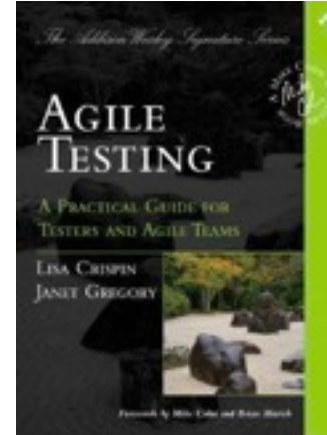
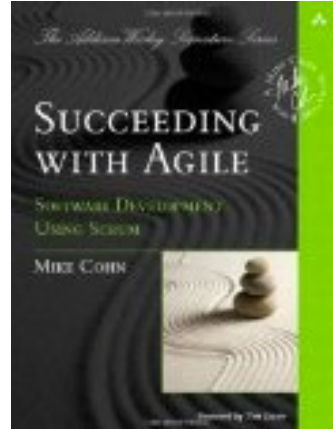
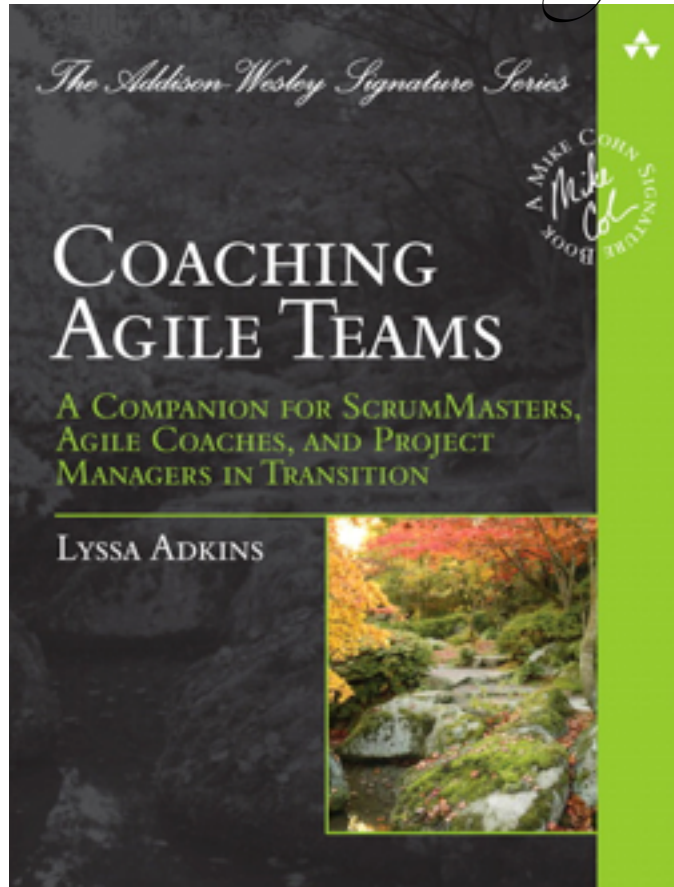
Internal Agile
Coach
Development
Program



Learn more: CoachingAgileTeams.com

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The Mike Cohn Signature Series



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