

My Take on Agile Coaching

- The core to all Agile is maximizing each individual's potential through autonomy and mastery
- Agile is a journey, not a place and the Agile Coach is the guide
- A coach must have a deep understanding of the Agile Principles and real world experience
- Start with Servant Leadership; Command and control does not create autonomy
- Must also be continuously working on professional development

Coach for Flow

- Flow is a state defined by Mihaly Csikszentmihalyi where individuals perform at an optimal level. There are three things necessary to achieve Flow, and they all fall in the role of the Agile Coach:
 1. Activity must have clear goals and process
 2. Must have clear and immediate feedback
 3. Confidence in ability to complete the task
- The power of Agile frameworks (Scrum, Kanban) is that they create/sustain these conditions

How

- Guide people towards applying agile principles within the organization
- Do not direct or force individuals to change
- Let people learn through failure
- After each discussion of a new goal, schedule near-term meetings to follow-up
- Use Dan Pink's Autonomy, Mastery, Purpose to create an engaged organization
- Organizational Structure: Coach should have ability to interact freely with all levels of an organization

Coach to your own strengths

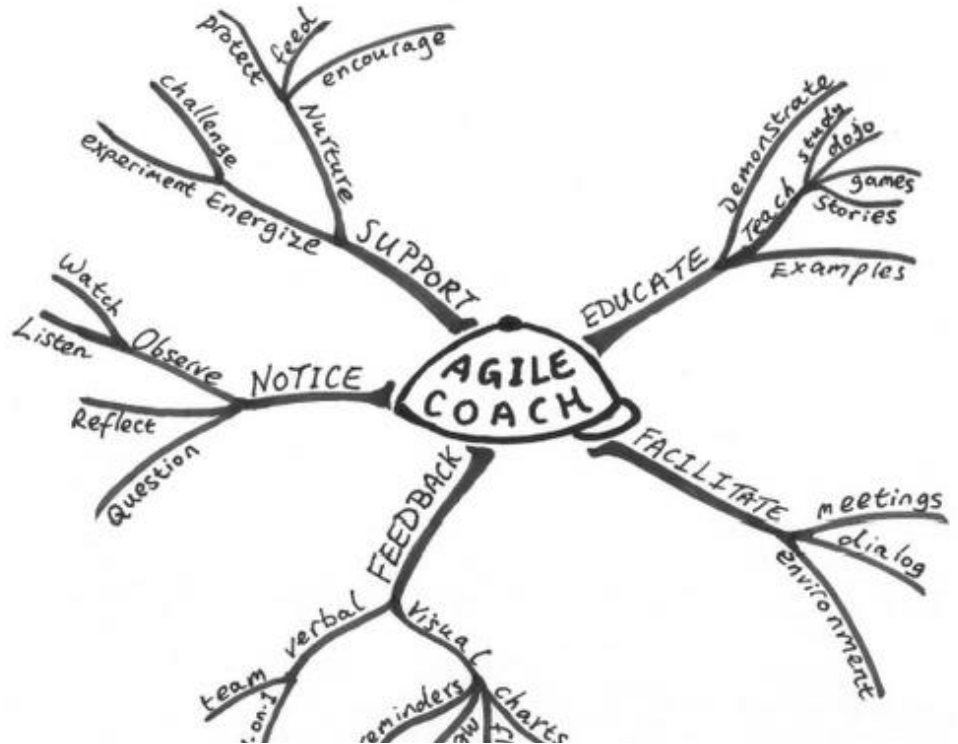
- Three primary categories from the Agile Coaching Institute
 1. Technical Mastery
 2. Business Mastery
 3. Transformation Mastery

Business Value

- Builds an efficient team
- Brings innovative technical and design solutions
- Creates a self-improving team
- Autonomy can be more highly valued than salary
- Embraces and addresses conflict (Crucial conversations, Positive Intelligence, HTWFIP)

Books

1. "Good Business" by Mihaly Csikszentmihalyi
2. "Drive" by Dan Pink (~11 minute video at <https://www.youtube.com/watch?v=u6XAPnuFjJc>)
3. "How to Win Friends and Influence People" (HTWFIP), Dale Carnegie
4. "Crucial Conversations" by Patterson, Grenny, McMillan, and Switzler
5. "Coaching Agile Teams" by Lyssa Adkins
6. "Positive Intelligence" by Shirzad Chamine



"Coaching Agile Teams" by Lyssa Adkins

