

ARTIST



Power: Bring in their vision, knowledge and skills, indicate how it should be done and thereby give clarity to the organization, set down a blueprint, take people with them. They are often a leader, independent and confident and successful in what they do.

Approach: Tight, directed, “this is how it should be”.

Personal need: Recognition, matter. Would like to shine, look for applause, look for recognition for what they do.

EVANGELIST



Power: They know a lot, share a lot of knowledge and skills, go for the result. They have an example ready for everything and know how to convey this passionately and energetically.

Approach: Have a recipe book ready how to approach a transformation.

Personal need: Contribute and receive assurance that they are necessary and useful. Shares their knowledge and experience so that others are helped.

VIKING



Power: Result-oriented, perfectionist, critical. They see what is not going well, know how to put a finger on the sore spot. They take charge of the change. They have a thick skin, cannot be easily upset. Don't mind to be criticized and accept it when they have to leave afterwards. They are not out for friendships and make sure that they are not part of the organization.

Approach: confront the organization, change it and then leave.

Personal interest: I go for the result and that result comes to my credit.

MEDIATOR



Power: They can work with everyone, have easy acceptance for their person. They are open to new insights and ideas. Easily listen and build on ideas from others. Conduct dialogue, listen and consider the feelings of the people important. Would like to ensure that it works out well for everyone, mediates and strives for harmony.

Approach: Involving people, doing together, experimentally, depending on the insights obtained, transformation takes a different turn on the way.

Personal interest: Creating an organization where people feel happy.

PROFESSOR



Power: They can observe well, are inquisitive and analytical. Like to simplify complex problems so that it is clear to others. Have a good overview, are intelligent and ask sharp questions. Do nothing themselves, are purely coaching.

Approach: individual approach; 1 on 1 conversations to give people insight.

Personal interest: Making the organization better by simplifying complex matters and thereby becoming better himself by learning from it.

NETWORKER



Power: Energetic, lively, optimistic and inspiring. They are good at building relationships and getting things done. They get people on the move. They also pick up work, like to do it together with others, involve others and share knowledge. They see others as equal with whom they can spar and learn.

Approach: Involve people, build good relationships and thus get people moving and ensures that change is guaranteed.

Personal interest in the transformation: Shaping the transformation together and building relationships that they can build on for years to come.

INNOVATOR



Power: They make change lighter, more playful, more fun. With their enthusiasm and energy they easily take others along. They contribute a lot to the team and the transformation by bringing in knowledge, skills and ideas. They help others by sparring. They are good at thinking out-of-the-box and are therefore asked and consulted for anything and everything.

Approach: A playful and light-hearted way of changing, learning by doing, active and experimental.

Personal interest: Create an innovative, creative working environment.

7 types of AGILE COACH

Agile Coach Team Composition

When putting together the Agile coaching team it is useful to take the knowledge of these types with you and to recognize them. A good team needs diversity, so it needs all types.

The Evangelist, Mediator, Networker and Innovator are types that are more focused on the other and the common goal than on themselves. They are naturally team players with whom you can easily put together Agile coach teams that have to carry out a joint assignment for the transformation.

The Artist, Viking and Professor are more focused on themselves than on the other. They excel best in an environment where they are in control or where they can operate alone. Keep in mind that if you put many of these types together in a team, it will start storming.

By asking good questions during the intake process you get an impression of which type you are dealing with. Depending on the phase of the transformation, the domain, the size, the pace, the responsibility for the transformation and which types you already have in the team, you will prefer a certain type of Agile coach.

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