

Interview guide for Agile Coaches

General questions

- How does the Agile Coach role change prior, during and after an Agile transformation?
- How do Agile Coaches collaborate at scale?

General strategy

- Get Agile Coaches to give examples of their daily work at different times during the transformation
- Get Agile Coaches to define what they believe their role is and how it has changed
- Get Agile Coaches to give examples of how to collaborate with each other
- Get organizational information in regard to coaching for reflection

Topics to be addressed in interview

Agile Coach role

1. Why did they choose to become an Agile Coach?
2. What is their prior experience?
3. What is their role according to them?
4. What do they typically do in a day/week? Need historical data (prior, during, future)
5. What tools/frameworks are they utilizing?
6. What are the challenges of being an Agile Coach? What is most challenging?
7. How is it coaching remotely?

Collaboration among Agile Coaches

1. What do they consider 'collaboration'?
2. Do they collaborate with each other? With whom do they collaborate?
3. In which forums do they collaborate?
4. What are the benefits of collaborating together? What are the downsides?
5. What is the goal of collaborating?

Organization

1. How do they see the future for the organization?
2. How do they see the future of Coaching at the organization?
3. How many coaches do they believe are necessary?

Interview questions

1. What is your prior experience? Introduction of interviewee
 - a. General background (education, work experience)
 - b. Coaching experience
 - c. Frameworks
 - d. Previous transformation(s)
 - e. Companies
2. Why did you choose to become an Agile coach?
3. How would you define your role?
4. Before the transformation, can you describe what you do in a typical day? Typical week?
5. Doing the transformation, can you describe what you do in a typical day? Typical week?
6. After the transformation (now), can you describe what you do in a typical day? Typical week?
7. Which tools and frameworks do you use to accomplish your job?
8. How have your responsibilities shifted doing the transformation?
9. What are the challenges of coaching? Why?
10. How do you find coaching remotely? Why?
11. How are you and your peers organized in the organization?
12. How would you define 'collaborating'?
13. How do you work together with your peers?
14. Do feel a need for collaboration among you and your peers? If so, with whom and why?
15. What do you gain for collaborating? What does your peers gain from it? What does the organization gain from it?
16. How do you imagine the future for the organization?
17. How do you imagine the future for you and your role at this organization?
18. How many coaches do they believe are necessary at this organization?