Interview guide for CL Agile Coaches

General questions

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

Topics to be addresses in interview

CL Agile Coach role in different steps of transformation

1. Why did they choose to become an Agile Coach CL?
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, doing, future)
5. What tools/frameworks are they utilizing?
6. What are the challenges of being an Agile Coach CL? What is most challenging?
7. How is it coaching remotely?

Alignment between chapter and chapters (tribe) Collaboration/alignment

1. How do you align?
2. Who do you align with?
3. What do you align on?

Future of 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?

Challenges of coaching and remote coaching

1. How does remote coaching work?
2. What are the benefits/cons of remote coaching vs in-person coaching?

Interview questions

1. What is your prior experience? Introduction of interviewee
   a. General background (education, work experience in agile – how long in agile?)
   b. Coaching experience – how long?
   c. Agile frameworks – which?
   d. Previous transformation(s) involved with? How many? Which companies?
   e. When did you start as an Agile Coach at the company?
2. Why did you choose to become an Agile coach CL?
3. What are your main responsibilities as an Agile coach CL?
4. Before the transformation, what are the major CL responsibilities?
5. Doing the transformation, what are the major CL responsibilities?
6. After the transformation (now), what are the major CL responsibilities?
7. How do you ensure alignment in your chapter?
8. How do you align across chapters? What do you align about?
9. What are the challenges of being a CL Agile coach? Why? (transformation – changing responsibilities of coach)
10. How do you find coaching remotely? Why?
11. How do you imagine the future for the organization in regards to coaching? How far do you feel you are in the transformation? How do you see future of coaching in the transformation? (make more coaching specific)
12. How do you imagine the of coaching future for you and your role at this organization?
13. How many coaches do they believe are necessary at this organization?
14. What was the purpose of the recent re-organization of the agile coaches?
15. Where in the organization should agile coaches belong? (currently under strategy)