

# ICAgile Certified Professional - Agile Coaching Certification

*Duration: 3 days face-to-face or 6x half days live online*

## Course Overview

The ICAgile Certified Professional - Agile Coaching Certification course (ICP-ACC) in partnership with The Agile Company is designed to provide a comprehensive understanding of agile coaching principles and practices.

The ICP-ACC course aims to equip attendees with the necessary knowledge and skills to become effective agile coaches. It emphasizes the crucial role of agile coaching in supporting teams and organizations on their agile journey. Participants will gain insights into fostering an agile mindset, enabling them to guide teams and individuals in adopting agile practices and techniques successfully.

Throughout the course, attendees will learn the fundamental values and principles of agile coaching, along with essential coaching techniques and tools. They will have the opportunity to apply these learnings to their specific work environments and prepare for future engagements as agile coaches. The collaborative learning environment will foster interactions with fellow attendees, enabling the sharing of experiences and firsthand examples of agile coaching in action from our internal team of experienced practitioners.

By the end of the ICP-ACC course, participants will be better equipped to effectively coach teams and organisations, driving the transformation towards agility and ensuring lasting success in their agile endeavours.

## Who should attend?

The ICP-ACC (ICAgile Certified Professional - Agile Coaching Certification) is designed to cater to a diverse target audience, making it suitable for a wide range of individuals with various roles and interests. This certification is valuable for:

**Agile Coaches:** Individuals seeking to enhance their coaching skills and deepen their understanding of agile coaching principles and practices.

**Scrum Masters:** Those already serving as Scrum Masters and looking to expand their knowledge to effectively coach agile teams and organizations.

**Agile Team Members:** Members of any project team who wish to adopt an agile mindset and contribute more effectively to the success of agile projects.

**Leaders and Managers:** Managers and leaders who want to grasp the essence of an agile approach to better support and lead agile initiatives within their organizations.

**Change Agents:** Individuals involved in driving organizational change and transformation, who want to employ agile coaching techniques to facilitate successful change.

**Anyone Interested in Agile:** Individuals from various backgrounds who are curious to understand the true meaning of an agile approach and how it can be applied to different contexts.

Whether you are a software development professional, a business change agent, or someone from any other domain, the ICP-ACC content is relevant and adaptable to your specific needs. This certification will equip you with the necessary skills to become an effective agile coach, capable of guiding teams and organizations on their agile journey towards sustainable success. It offers a comprehensive understanding of agile coaching principles that can be applied in various professional settings, making it a valuable asset for anyone aspiring to develop or strengthen their agile mindset.

## Prerequisites & pre-reading guidelines

The ICP-ACC course has no prerequisites. Prior agile experience is beneficial but not required. Attendees will be expected to complete short pre-training assignments to support their learning before each session.

## How certification is earned

A post-course assessment is included in the ICP-ACC certification process. Attendees will be required to submit their work within 3,5 weeks after completing the course for evaluation, which is essential for certification consideration. As part of this process, instructors will provide additional coaching and mentoring to support attendees in achieving successful outcomes. The assessment and coaching component aims to ensure that participants have grasped the agile coaching principles effectively and can confidently apply them in their professional roles.

## Course Objectives

On completion of this training, attendees will be able to:

- Understanding the principles and tools of a Professional Coach
- Assuming his role as Agile Coach
- Knowing how to choose between different roles at the right moment (mentor, facilitator, consultant, trainer, coach etc.)
- Accommodate Agile Transformations and adapt it to its context.
- Receive the ICP-ACC certification delivered by ICAgile
- Develop knowledge related to Agile principles and methods

## Context

The ICAgile Certified Professional - Agile Coaching course (ICP-ACC) in partnership with The Agile Company provides a dynamic starting point for your agile coaching journey. It serves as a foundational element within The Agile Company's - shaped learning profiles, making it an indispensable step in adapting to various project-based and operational roles prevalent today. This comprehensive training equips participants with the essential knowledge and skills needed to become effective agile coaches, supporting them in their professional growth and fostering success in the agile landscape.

## Related courses

Attendees may also be subsequently interested in

- ICAgile Certified Professional - Product Ownership

## Course Outline

### The Agile Coaching Mindset

- Definition of Agile Coaching
- Coach as Agile Role Model
- Achieving Essential Mindset Shifts
- Achieving Self-Awareness/Management
- Agile Coaching Stance
- Ethical Considerations of Agile Team Coaching

### Foundational Professional Coaching Skills

- Basics of Using Emotional as Underpinning
- Presence
- Listening
- Powerful Questioning
- Giving and Receiving Feedback
- Conducting the coaching conversation

### The Coaching Conversation – Coaching for Action

- Topic Identification
- Topic Exploration
- Action Commitment
- Conducting the Coaching Conversation

### Key Mentoring Skills

- Give Options while Maintaining Presence
- Articulate Expertise
- Mentee at Free Choice

### Mentoring Agile Role Transitions

- Contrasting Mentoring with Coaching
- Understanding the Individual Change Cycle
- Key Agile Role Transitions
- Identifying Resistance from Individuals
- Conducting the Mentoring Conversation

### Key Teaching Skills

- Use Multiple Content Delivery Mechanisms
- Chunk Content into Digestible Pieces
- Check for Understanding
- Create an Environment for Stickiness

### Agile Mindset Shifts and Frameworks

- Helping Team Members Experience the Agile Mindset Shifts
- PRACTICE: Distinguishing and Articulating at Least One Agile Framework

### Foundational Team Coaching

- Systems View
- Observation
- Articulate What's Happening
- Describing a Model of Team Development and Using it in Service of a Team's Development
- Helping a Team Detect their Own Development
- PRACTICE: Create Team Kick-off/Startup Agenda

### Coaching the Journey Toward High Performance

- Defining and Identifying High Performance
- Team Development is a journey, not a Destination
- Assessing the Team as a Healthy System
- Adapt Your Style Based on Team Maturity

### Handling Conflict & Dysfunction in the Team

- Surfacing and Working with Conflict
- Building Self-Awareness/Self-Management Capacity in the Team
- Creating Awareness that Teams are Human Systems

### Coaching Alliances and Contracts

- Defining the Agile Coaching "Contract"
- Designing a Coaching Alliance
- Internal vs. External Coaches: Special Considerations for Contracting and Designing Alliances
- Identifying and Capturing Impediments
- Leadership Engagement

## Contact

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