



ROLE OF AN AGILE COACH IN AN ORGANIZATION

AGILE TOUR KUALA LUMPUR 2023

ABOUT CHRIS

Originally German.



15 years in Vietnam.



14 years working with Agile.



10 years coaching, consulting and training for agile & leadership.



THURSDAY, 09AM IN THE OFFICE...



From: <https://fellow.app/blog/meetings/effective-standup-meeting-best-practices-for-better-team-updates/>

“DO YOU REMEMBER WHAT JOE IS ABOUT TO DO TODAY?”

“No, but it is not really important. He is a Backend developer, and I am a Frontend developer. I will check the API as soon as he is ready.”



THE LEGACY OF AGILE

Organizations require Agile compliance. This leads to:



Checkbox Coaching



Imposition / Forcing



Discourage sense-making



Agile Fatigue



Resistance to Change



Agile Police

LET'S REWIND: REASON(S) FOR AGILE



REDUCE RISKS



CHANGE MANAGEMENT INTEGRATED



INCREASED TEAM COMPETENCE



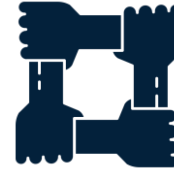
MORE VALUE IN LESS TIME



UNDERSTAND CUSTOMER NEED

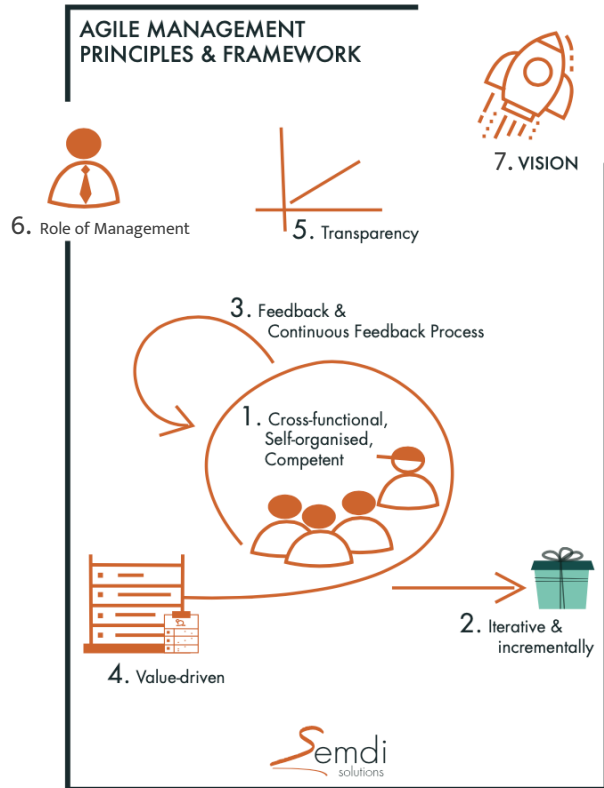


OVERCOME BIAS



Our Belief: We cannot predict the future due to it's complexity.

SCOPE OF AGILE COACHES



Activities

- TEACHING
- MENTORING
- FACILITATING
- CONSULTING
- COACHING

Competences

- KNOWLEDGE
- PRACTICES
- SKILLS
- BEHAVIORS
- COMPLIANCE

THE PERCEPTION OF AGILE COACHES



From: <https://www.persoendlich.com/kategorie-werbung/eine-eierlegende-wollmilchsau-fur-vw>

Different Roles of an Agile Coach



Wizard



Spirit



Prince



Mason



Magic Mirror




Knight



Halfling

BECOME BETTER BY REFOCUSING

- Focus on creating the environment, not on people.
 - “Safe-to-fail” through experiment, experiment, experiment.
 - Be open to being surprised by the complexities within teams, and allow for variation.
 - Change is more sustainable through invitation e.g., with first follower, change the system (5Is), ADKAR, etc.
 - Be patient and understand that sense-making takes time and needs reinforcement.
 - In complex systems, emergence and synergies are always smarter than you.
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STAY IN TOUCH



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