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Learning Style: Virtual Classroom

Technology:

Difficulty: Beginner

Course Duration: 2 Days

Certified Agile Coaching Practitioner (CACP)



About this Course:

The Certified Agile Coaching Practitioner Course covers 4 distinguished study areas including Systems, Leaderships, Culture, and Practices. The teachings of this course are an amalgamation of these 4 study areas and strive to nurture and augment the previous knowledge of Agile Professionals. Newer thinking approaches are introduced in this course such as system thinking and lean thinking. The factors, methods and the best practices for swiftly transitioning an organization into an Agile Business or Enterprise are described.

This course studies the factors influencing the Business Agile Transition and overviews the business hindrances and possible resistances. In a nutshell, this course help train Agile Coaches with all the substantial Agility skills and develops the analytical skills needed to evaluate the factors hindering the agile transition.

Course Objectives:

The core objective of this course is to help professionals achieve a better understanding and sound knowledge of the following key principles:

- Team-Level Agility and Business Agility
- Core Practices and Best Skills of Renowned Enterprise Agility Coaches
- Understanding Organizational Change and Organizational Change Resistances
- Achieving Higher Degree of Enterprise Agility
- Integration of Portfolio Agility, Business Agility, and Delivery Agility
- Enhancing Enterprise Agility Coaching Skills
- Transitioning to “Sense and Respond” from “Plan and Predict” Approach
- Evaluating Resourcefulness, Creativity, Resilience, and Resonance
- Understanding Business Intervention Measures

Audience:

- Professionals striving to become Enterprise Agility Leader or Enterprise Agility Coach
- Agile Coaches looking to enhance their current set of skills.
- Experienced Agile Program Managers, Scrum Masters, and Iteration Managers
- Product Owners and Agile Managers striving for Professional Career Success
- Senior Business Leaders, Directors, and Executives
- Change Agents, Process Improvement Professionals, and Portfolio Managers
- Agile Transformation Leaders and Agile Business Leaders

Prerequisites:

- Agile Methods (Kanban, Scrum, and XP) and Agile Manifesto Fundamental Knowledge
- Technical of Business Department Working Experience at an Agile Firm
- The desire to pursue a professional career as an Enterprise Agility Coach

Certification:

Professionals who successfully complete this course and clear the associated certification exam will earn the Certified Agile Coaching Practitioner (CACP) Certification.

Course Outline:

1. Agile and Agility

- What is Agility?
- Agile and Agility Model

- Doing Agile vs. Being Agile
- VUCA World and importance of Agility

2. Introduction to Coaching and Becoming a Coach

- Definitions of Coaching
- Coaching as a Profession
- Coaching Frameworks/Models
- Definition of Coach
- Skills to help Coach

3. Organizational culture, structure, leadership, and practice

- Organization Ecosystem
- When Agile is just a Process
- Wilber’s Four Quadrant Model – Intentional, Behavioral, Systems and Culture

4. Organizational Design (OD)

- The connection between Organization and People
- Structure
- Roles and Responsibilities
- Individual capabilities
- Enablers

5. Complexity and Systems

- System Thinking
- Complexity Theory
- Complex System and Consequences
- Ability to counter Complexity with Clarity
- Complexity models

6. Five Disciplines

- System Thinking
- Personal Mastery
- Mental Models
- Shared Models
- Team Learning

7. Leadership

- Type of Leaders
- Agile Leader mindset
- Predict-and-Plan mindset
- Sense-and-Respond mindset
- Conditioning (Catalyzing) the enterprise

8. Mindset

- Agile is a mindset
- Fixed mindset vs. Growth mindset
- Delivery approach differentiation

9. Lean

- Lean Startup and Lean Startup Model
- Lean/Lean Thinking Principles
- Lean Thinking – Process Concepts
- Lean Thinking - Tools

10. Enterprise and Business Agility

- Seven types of Agility
- What is Organizational Agility?
- Attributes of Enterprise Agility
- Components of Organizational Agility and Resilience
- Business Agility
- What is Business Agility?
- Business Agility Drivers
- Business Agility Justification
- Business Agility Metamodel

11. Enterprise Agility Coach

- Role
- Key traits
- Soft skills

12. Enterprise Agility Coaching Competency Framework

- Enterprise Agility Coaching Competency Framework
- Additional considerations
- Success criteria

13. Agile Adoption

- Most Agile Adoptions
- Outside-In Adoption
- Inside-Out Adoption
- Inside-Out Agility Approach

14. Agile Transformation Approach

- Enterprise Agility
- Team Agility
- Investing in a new set of Capabilities
- Key team and enterprise level changes

15. Enterprise Business Agility Assessment

- Basics of Assessment
- Sample Enterprise Business Agility Assessment

16. Sustainable Agile Enterprise

- Enterprise Agility Enablers
- Basic elements of sustainable agility

17. Challenges faced by Enterprise Agility Coaches/Leaders and How to Overcome

- Organizational Challenges
- Cultural Challenges
- Business Challenges
- Measurement Challenges

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