

ICP-CAT: Enterprise Agile Coaching

Course Code: ICP-CAT

Duration: 4 days

Instructor-led Training (ILT) | Virtual Instructor-led Training (VILT)

OVERVIEW

The Enterprise Agile Coaching is the second of two knowledge-based certifications on the Enterprise Agile Coaching Track. This certification focuses on the field of Enterprise Agile Coaching, explores the core elements of an agile transformation, and links the core enterprise coaching competencies in a way that empowers coaches to act as agents of change in organizations.

The Learning Outcomes also delve into the pursuit of professional mastery and Enterprise Agile Coaching's ethical considerations. They then look at elements central to agile transitions, such as organizational and human change processes, transformation strategies, addressing organizational impediments, and communicating, educating, and facilitating enterprises. As an advanced path, most Enterprise Agile Coaching courses involve combining classroom learning and ongoing group discussions around practical experience in the field.

SKILLS COVERED

- Core elements of an Agile Transformation.
- Field of Enterprise Coaching.
- Personal and Professional Mastery.
- Creating a case for change.
- Meeting organizing tools.
- Organizational Systems Entry.
- Organization Assessments.
- Communicating at the Organization Level.

- Educating at the Organization Level.
- Facilitating at the Organization Level.
- Large Group Facilitation Methods.
- Co-Creation of Strategy.
- Organizational Change Process.

WHO SHOULD ATTEND?

Enterprise Agile Coaching (ICP-CAT) Certification Training program is most suitable for the leadership team, senior management, change agent, agile coaches, and scrum masters. And also,

- Team coaches
- Multi-team coaches
- Enterprise Agile Coaches
- Leadership Teams
- Senior Managers
- Anyone who is managing a team in an organisation moving towards agility

PREREQUISITES

There is no pre requisites required to attend this course.

MODULES

Module 1: What is the field of Enterprise Agile Coach (EAC)?

EAC is a set of skills that enable practitioners to catalyze the adaptation and transformation of organizational agility in alignment with the organization's vision, goals, and needs in a turbulent and complex world.

Module 2: EAC Competencies

EAC is a discipline with broad awareness of business, technical and transformational agility with deep competence in one or more knowledge areas (e.g., organizational development, culture, change management,

technical and enterprise practices, leadership development) and skills such as teaching, mentoring/advising, professional coaching, and facilitating.

Module 3: Ethical Considerations of EAC

EAC practitioners engage with all levels of the organization to support the desired change. Many of the tools and methods used come from several originating professions and require knowledge of their ethical context for proper application.

Module 4: Organization Systems Entry

EAC has roots in organization development (OD) interventions. Borrowing from OD, the first step in such an engagement is systems entry. That culminates in a shared understanding of the goals and objectives. Systems entry also enables an engagement and agreement on how to proceed.

Module 5: Organizational Change Strategy

Successfully increasing organizational agility requires some degree of organizational change and a well-thought-out change strategy. The change may be seen as adoption, a transition, or a transformation.

Module 6: Understanding, Identifying, and Addressing Organizational Impediments

Organizational impediments are often revealed during change. At an enterprise level, impediments are magnified in the cost and scope of their impact. Frequent complaints, challenges, or less than desired outcomes often indicate more significant/more profound organizational impediments that need to be exposed and addressed in the change strategy over compromising agility.

Module 7: Human Change Process

Any change within an organization has at least two aspects, the tangible change (whether technical, business, or organizational) and the human reaction to that change. To effect real change requires more than driving through a list of “change management” to-do’s and helping people understand what it means to them and move through their internal change process to adapt to the change successfully.

Module 8: Organizational Change Process

Organizations are complex, and changing them is an even more challenging proposition. A structured and informed approach to the change process improves the chances of success of an agile transition.

Module 9: Agile Mindset to Change

Agile brings about a mindset shift from “change as an exception” to “change as a norm.” That should infuse change into the organizational change process. Approaching change positively, creatively, collaboratively, and continuously enables an effective and sustainable Agile practice.

Module 10: Facilitating at an Organizational Level

Engaging varied large groups and people at an executive level within an enterprise context requires more consideration and planning than team-level facilitation due to the time and dollars invested and the more complex group dynamics involved.

Module 11: Educating at an Organizational Level

Given the fundamental mindset shifts Agile provokes, education is essential to empower people to do their work differently and allows them to contribute throughout the Agile change process meaningfully. A broad-based education strategy also magnifies the impact of coaching.

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