



**AGILE
ONLINE**

Buckle Up Buttercup

Agile Coaching is More Than Asking Questions!



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Thank you to our Annual Partners!



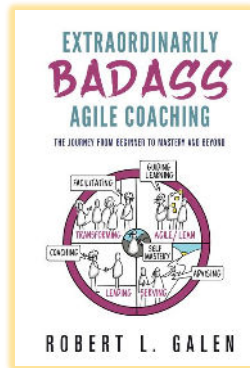
Agile Alliance Official Partner



Agile Alliance Corporate Partner

Buckle Up Buttercup

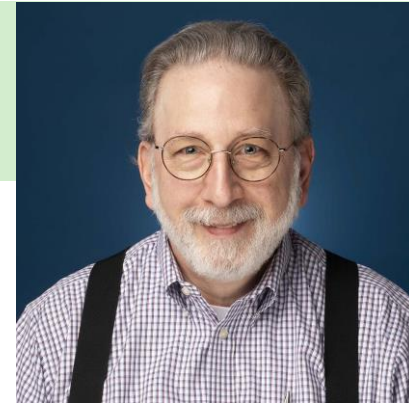
Agile Coaching is More Than Asking Questions!



Bob Galen



Bob Galen



- Independent Agile Trainer & Coach at [RGCG, LLC](#)
- Somewhere “north” of 35 years overall experience ☺
- Wide variety of technical stacks and business domains
- Roots of a software developer
- Senior/Executive software development leadership for 20+ years
- Agile “Coach of Coaches” and Leaders
- Deep XP, Lean, Scrum, and Kanban experience since 2000
- From Cary, North Carolina, dog lover, grandfather, husband



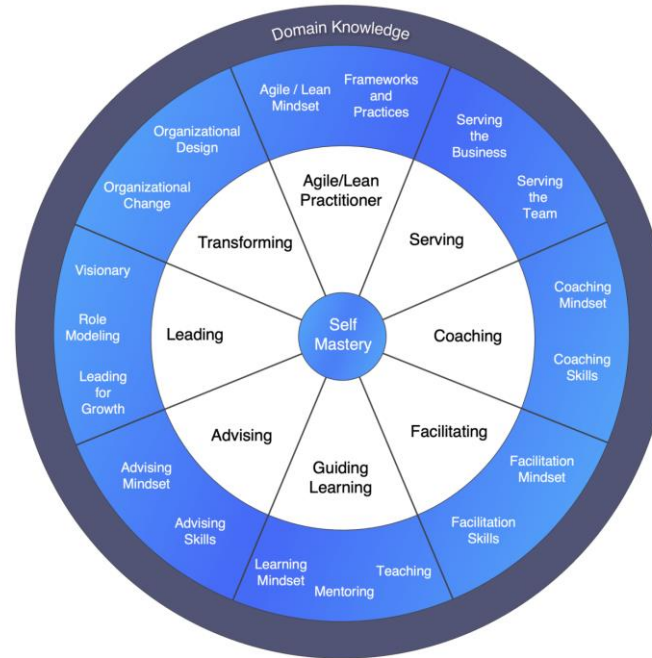
The Leadership Circle®
CERTIFIED PRACTITIONER



Introduction Agenda

1. Introduction
2. Explore the Agile Coaching Growth Wheel
3. ACGW – mini assessment
4. Close
5. On your own: Exploring the Comparative Agility, Agile Coaching PI assessment

Edition Version 3.2 The Agile Coaching Growth Wheel



Agile Coaching Growth Wheel concept by Shannon Carter; Rickard Jones; Martin Lambert; Stacey Louie; Tom Reynolds; Rohit Ratan; Andre Rubin; Kubair Shirazee; and Mark Summers is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

Introduction

Agile Coach & Coaching: A Broad Definition

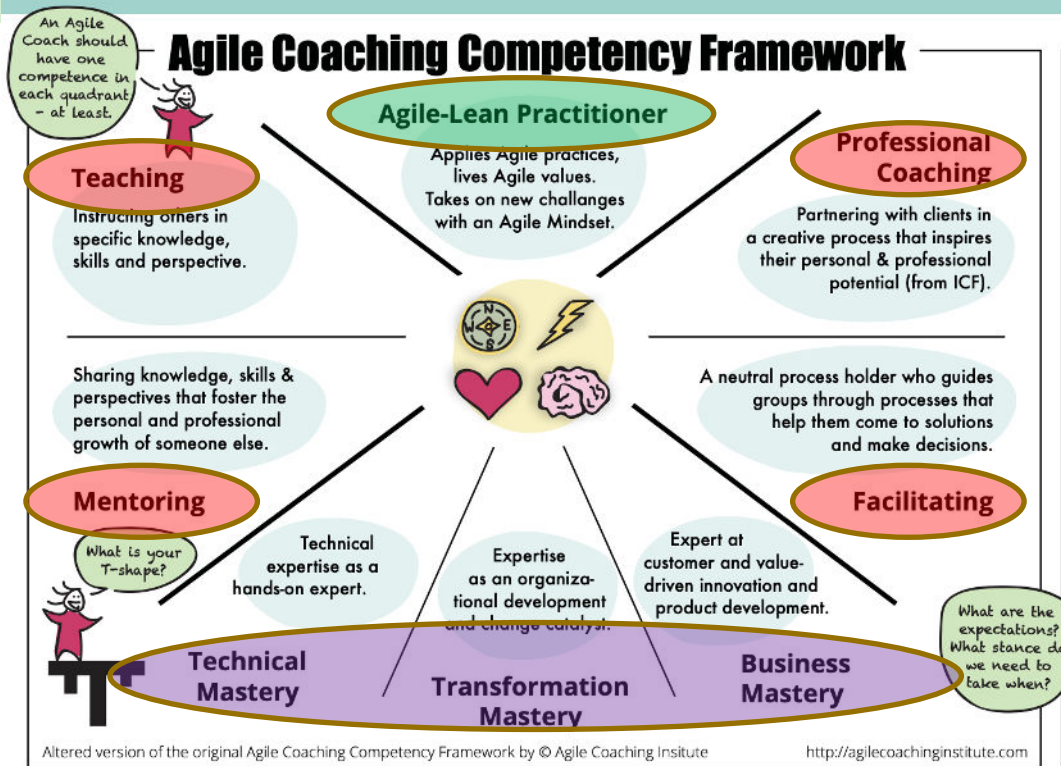
When I say Agile Coach, I'm implying...
Skills or Competencies over Roles

More than asking questions...
*Leverage more competencies than Professional Coaching,
Becoming Well-Rounded*

Agile Coaching...
*Something we all should become more adept and skilled at doing. I.e.,
we're ALL agile coaches whether we know it or not!*

Historical perspective

Lyssa Adkins & Michael Spayd – Agile Coaching Institute, ~2010



9 Coaching Roles - Derby & Gray

(Douglas Champion, Davie Kiel, and Jean McLendon)

Less prescriptive
...

Responsibility for client growth

Counsellor "You do it. I will be your sounding board"	Coach "You did well, you can add this next time."	Partner "We will do it together and learn from each other."
Facilitator "You do it, I will attend to the process."	Teacher "Here are some principles you can use to solve problems of this type."	Modeller "I will do it; you watch so you can learn from me."
Reflective Observer "You do it; I will watch and tell you what I see and hear."	Technical Advisor "I will answer your questions as you go along."	Hands-on Expert "I will do it for you. I will tell you what to do."

Responsibility for client results

More prescriptive
...

Agile Coaching Growth Wheel

Edition Version 3.2 The Agile Coaching Growth Wheel

Agile Coaching Stances

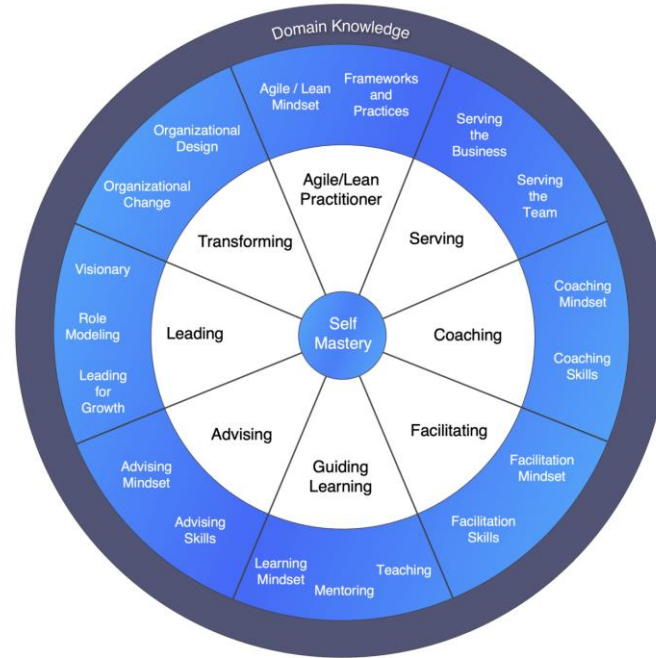
Agile Coaching Competencies

Includes Professional Coaching

Developed by practicing agile coaches

Focused towards becoming more well-rounded coaches in service to our clients.

<https://agilecoachinggrowthwheel.org/>



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Walking the Wheel

Center: Self-Mastery

- **Ethics**
- Self-awareness
- **Emotional Intelligence**
- Systems-awareness
- **Continuous Learning & Growth**
- Self-care
- **Mindfulness**
- Strengths-based
- **Service-oriented**
- Humility
- **Coachable**
- Presence

Edition Version 3.2
The Agile Coaching Growth Wheel




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Walking the Wheel

Primary Competencies

- 1. Advising:** I bring my expertise and consult with you. Provide counsel.
- 2. Coaching:** I help you explore the problem space to identify your solution.
- 3. Facilitating:** I make it easier for you to achieve your goals.
- 4. Guiding Learning:** I impart knowledge and I share my experience.
- 5. Leading:** lead in a service of others, serve and set an example, role model.

Edition Version 3.2
The Agile Coaching Growth Wheel



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Walking the Wheel

Mastery Competencies

- **Agile/Lean Practitioner**
 - Methods, Frameworks & Tactics
 - Scaling
 - Lean mindset
- **Serving** (Business & Teams)
 - Domain experience
 - Context
- **Transforming**
 - Change Models and Guiding Change
 - Organizational Models & Structure
 - Leadership & Culture

Edition Version 3.2
The Agile Coaching Growth Wheel



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Walking the Wheel

5 Competency Levels

1. **Beginner** – Building awareness, academic knowledge
2. **Advanced Beginner** – Beginning to practice, extending knowledge of ACGW competencies
3. **Practitioner** – Can demonstrate (practice) all aspects of the ACGW, repeatable results.
4. **Guide** – moving from coaching to adapting the ACGW competencies in guiding (mentoring, coaching) other coaches.
5. **Catalyst** – able to modify or alter (evolve) coaching standards by developing innovative approaches. Navigate increasing complexity.

Edition Version 3.2
The Agile Coaching Growth Wheel



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Walking the Wheel

Your role & interests influence your Wheel

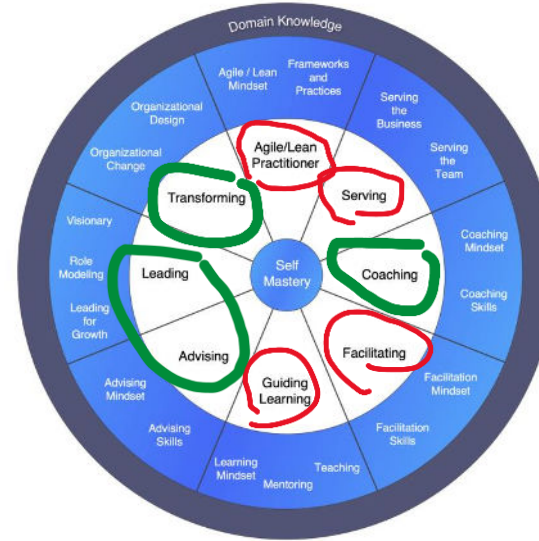
If I were operating in a **Scrum Master** role, then the **RED** areas of the ACGW might be areas that I would want to develop or be stronger in...

If I were operating in an **Enterprise Coaching** role, then the **GREEN** areas of the ACGW might be areas that I want to develop or strengthen...

And let's say I wasn't that interested in facilitation, would it be ok for me to simply be a **Practitioner** level? I'd say yes...

*Joel Bancroft-Connors is developing the notion of **Journey Paths** thru the Wheel for different roles and career paths...*

Edition Version 3.2
The Agile Coaching Growth Wheel

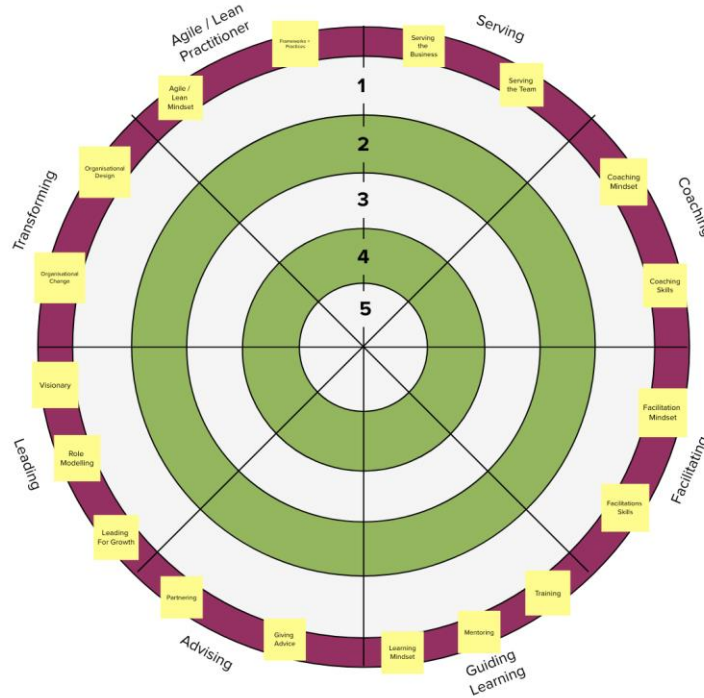


Agile Coaching Growth Wheel copyright by Shannon Carter, Richard James, Martin Lambert, Stacy Locke, Tom Reynolds, Robert Foster, Andre Rubin, K. Dale Strasser, and Mike Summers. Licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

Simple Assessment

- Download PDF
- On PDF is a link to a Mural template (if you prefer, on your own)
- Given the scale 1-5, evaluate yourself within aspects of each competency.
- Simple draw arrows for each sticky to your level of competence.
- Reflect on your coaching skills balance and areas for improvement.

Wheel 1



1. Beginner - has only textbook knowledge with no practical experience. The beginner will typically adhere closely to defined rules or plans and work closely with a more experienced individual.
2. Advanced Beginner - has practical experience in the application of the Agile Coaching competencies. At this level, an individual will be able to interpret and apply straightforward techniques with minimal support from a more experienced coach or mentor and be able to pair to undertake more complex tasks.
3. Practitioner - will be able to analyze and differentiate various solutions to apply in their work without close supervision and possess the skills required to enable them to deal with complex issues or resolve conflicting priorities.
4. Guide - has in-depth knowledge of the Agile Coaching competencies. They will be able to synthesize coaching solutions from the existing bodies of knowledge within Agile/Lean and beyond, and tailor them to specific instances in all save the most complex or exceptional of situations and can effectively guide the work of others.
5. Catalyst - has a deep tacit understanding of the Agile Coaching competencies. This individual will be able to modify or alter standards and develop new and innovative approaches to deal with unusual situations.

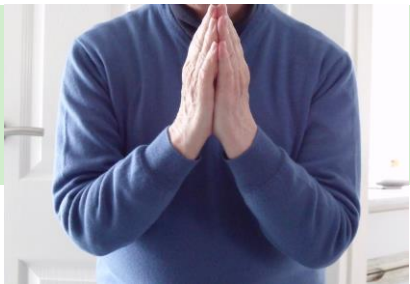


My Hope

- Is for you to be curious about the ACGW and your skills.
- Is that you take the time to explore the free Comparative Agility – Agile Coaching PI assessment (later slides).
- Is for you realize that Agile Coaching is SO much more than asking questions...Buttercup!



Wrapping up...

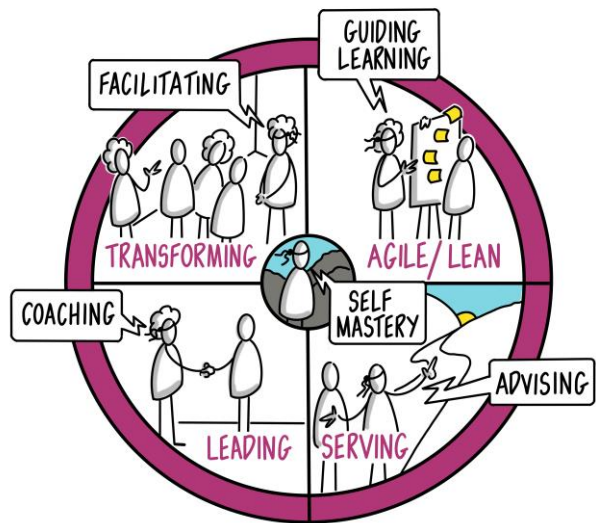


Thank you!

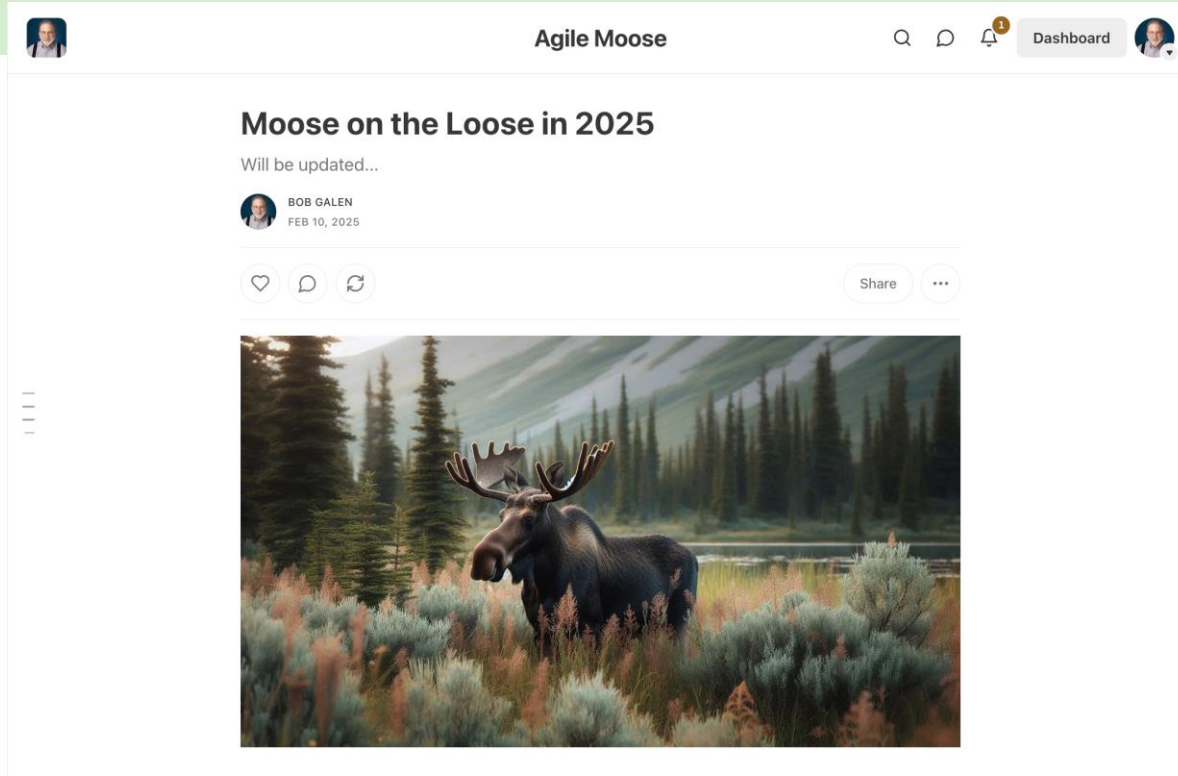
And please aspire to
become more of a...

***Well-rounded Agile
Coach...***

in whatever your role is.



Agile Moose Events

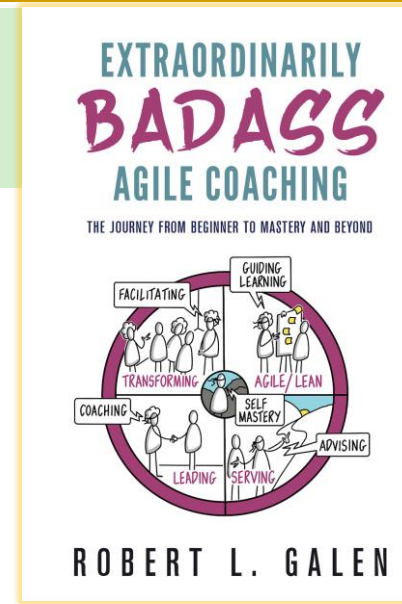


The screenshot shows a social media interface for a user named "Agile Moose". At the top, there is a search bar, a notification bell with a red "1", and a "Dashboard" button. The main post is titled "Moose on the Loose in 2025" and is marked as "Will be updated...". It is authored by "BOB GALEN" on "FEB 10, 2025". Below the text are icons for liking, commenting, and sharing, along with a "Share" button and a menu icon. The central image is a digital illustration of a large moose with impressive antlers standing in a field of tall grass and shrubs, with a forest of evergreen trees and mountains in the background.



Extraordinarily Badass Agile Coaching

- Published January 27th, 2022
- Contributions by Mark Summers, Jennifer Fields, Rhiannon Personick, and Stuart Young
- Forwards by Don MacIntyre and Paddy Cory
- Uses Agile Coaching Growth Wheel as central model.
- Heavy focus on coaching conversational Arcs.
- Special focus on self-mastery, reflection, ethics, and continuous learning.
- Connected to Comparative Agility – Agile Coaching PI.



Discounted e-copies of the book -



Contact Info

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*Experience-driven agile focused training,
coaching & consulting*

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www.agile-moose.com

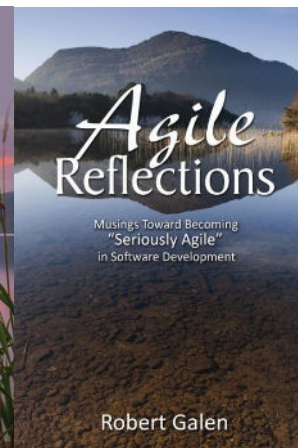
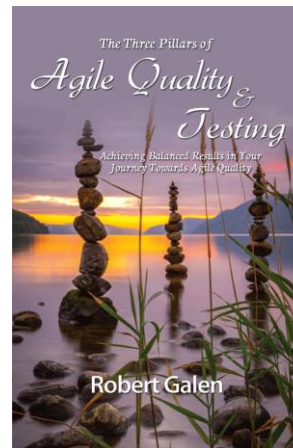
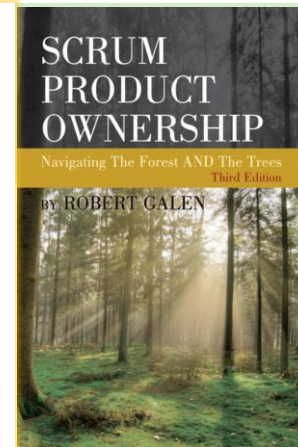
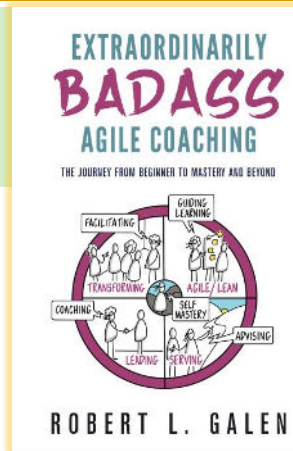
Subscribe to my **Substack**

<https://bobgalen.substack.com/subscribe>

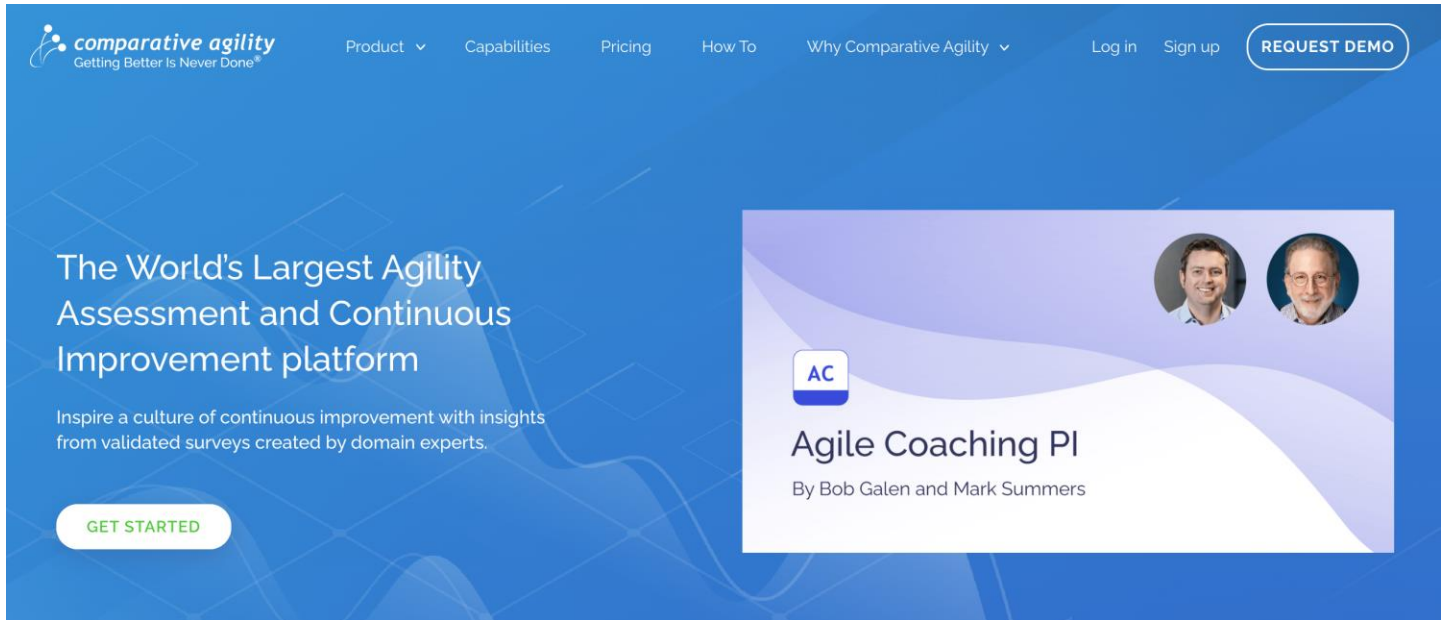
Podcast on all things 'agile' -

<http://www.meta-cast.com/>

For the past 15+ years!



Comparative Agility Agile Coaching – PI assessment



The screenshot shows the homepage of the Comparative Agility website. The header includes the logo "comparative agility" with the tagline "Getting Better Is Never Done®" and navigation links for "Product", "Capabilities", "Pricing", "How To", "Why Comparative Agility", "Log in", "Sign up", and a "REQUEST DEMO" button. The main content area features the headline "The World's Largest Agility Assessment and Continuous Improvement platform" and a sub-headline "Inspire a culture of continuous improvement with insights from validated surveys created by domain experts." A "GET STARTED" button is located below the sub-headline. On the right side, there is a featured card for "Agile Coaching PI" by Bob Galen and Mark Summers, which includes their profile pictures and an "AC" icon.

comparative agility
Getting Better Is Never Done®

Product ▾ Capabilities Pricing How To Why Comparative Agility ▾ Log in Sign up **REQUEST DEMO**

The World's Largest Agility Assessment and Continuous Improvement platform

Inspire a culture of continuous improvement with insights from validated surveys created by domain experts.

GET STARTED

AC

Agile Coaching PI

By Bob Galen and Mark Summers

Comparative Agility Agile Coaching – PI assessment



Personal Improvement

Switch to:

comparative agility

BELIMINAL

AGILE MOOSE

Agile Coaching Assessment

49 Questions

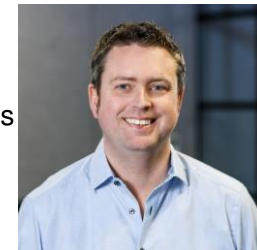
Guidance:

This assessment describes specific patterns of behavior related to agile coaching and invites you to gauge your level of proficiency. As you assess yourself, begin at the top and move down to examine the options. If you read something that is not entirely true at a given level, then stop and score yourself at the level below that, even if you meet some aspects of higher levels. Remember this is not a performance evaluation; it is a self-assessment aimed at helping you grow in your craft as a coach. Being hard on yourself can help identify some blind spots you may have missed.

The Agile Coaching PI assessment is rooted around four core concepts. First, it uses the Agile Coaching Growth Wheel, defined in 2023, as the baseline framework for the competencies. Second, on the notion that agile coaching is, at its best, an inside-out, self-mastery-focused activity. Third, becoming an agile coach is not a predetermined milestone but a never-ending journey. And finally, agile coaches need to achieve a skill balance between the many stances in service to their clients. These four concepts are essential for an effective agile coach to develop and grow in their craft continuously.

Take survey

- Co-created with **Mark Summers**
- Aligned with the Agile Coaching Growth Wheel, 8 competency areas of focus
- Deep learning recommendation library for personal development
- Re-asses as often as you'd like
- Continuous improvement dashboard to guide your growth & learning



Agile Coaching – PI assessment Registration

Personal Improvement

Switch to:

[comparative agility](#)

BELIMINAL



Agile Coaching Assessment

49 Questions

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Take survey



Agile Coaching – PI assessment Guidance

The screenshot shows a software interface with a notification message. The notification text is as follows:

Great news - an even better version of Comparative Agility is available!

To start working on this new version, you will need to convert your data to a new format.
Would you like to start this conversion now?
Also, don't hesitate to get in touch with us at support@comparativeagility.com if you have any questions. Thank you for having us be part of your journey of continuous improvement!

At the bottom of the notification, there are three buttons: **TEST NEW APPLICATION**, **START CONVERSION**, and **PROCEED TO CLASSIC COMPARATIVE AGILITY**. A callout bubble points to the **START CONVERSION** button.

Agile Coaching – PI assessment

Take the assessment

Personal Improvement

Switch to:

[comparative agility](#)

BELIMINAL



Agile Coaching Assessment

49 Questions

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Take survey

Agile Coaching – PI assessment

Review your results

Personal Improvement

Switch to:

comparative agility

BELIMINAL

AGILE MOOSE

Agile Coaching Assessment

49 Questions

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Take survey

Review your results with a partner

What are some areas for you to grow your agile coaching skills?

Can you commit to ONE THING to improve your agile coaching skills?

Agile Coaching – PI assessment

Useful Features

