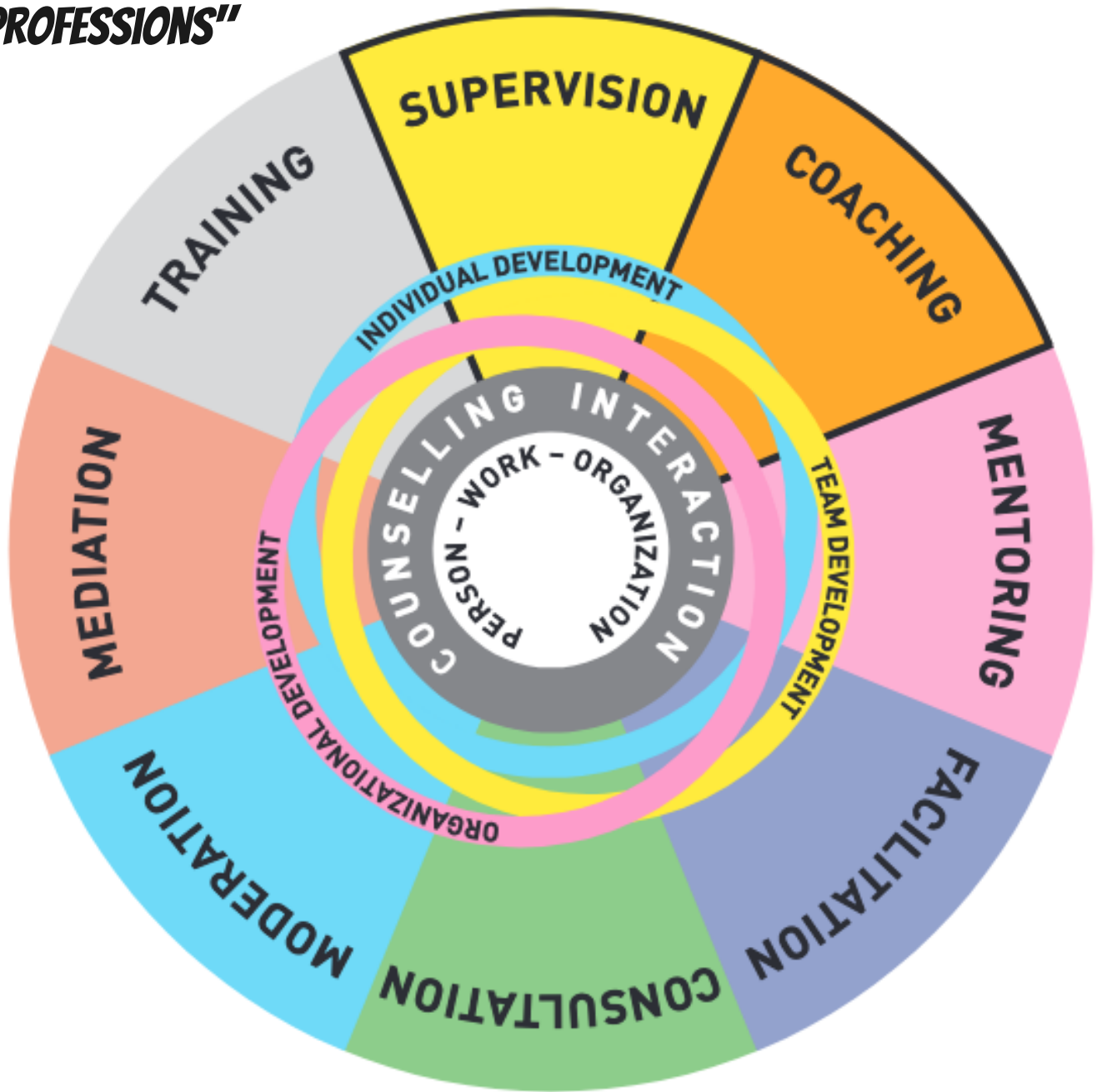


COMPETENCIES FOR AGILE COACHES

MARTIN STAHL 

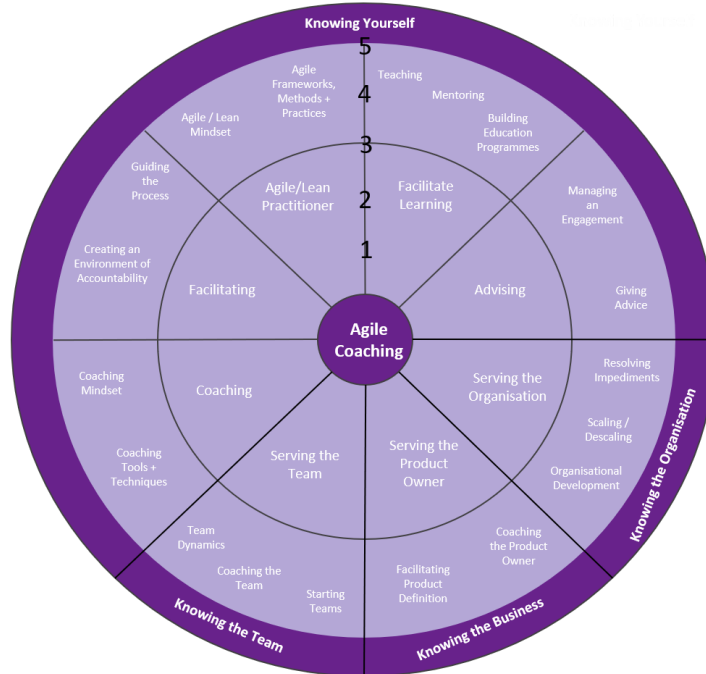
***AGILE COACH CAMP (ONLINE) 2021,
16.-17. APRIL***

"HELPING PROFESSIONS"



"AGILE COACHING"

Agile Coaching Growth Wheel



<http://whatisaagilecoaching.org/agile-coaching-growth-wheel/>



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

"COMPETENCIES"

Competencies are abilities to act in a self-organized and creative way in (future) open problem and decision situations. (Erpenbeck et al)

KSA
Knowledge
skills
abilities

Competencies are seen as abilities, skills and knowledge as well as experiences which make a person, a team or an organization capable of acting and reacting in the accomplishment of concrete work tasks and which show themselves in the successful accomplishment of above all novel work tasks. (Kauffeld 2006)

Learning as an active, constructive, self-directed and communicative process.

Competencies are always reflected in actions.

They are not personality traits.

Metacompetencies: These competencies, which are closely related to the concept of self-organizational ability, describe skills that are prerequisite or conducive to the independent acquisition of other competencies (Grote et al 2012)

Ability to act in a cooperative and communicative self-organized manner

Social

partnering

Reflection

appreciation for that was already there

Empathy

Language

Sensitive to what is going on (Reading the room?)

Ability to realistically assess and develop oneself.

Self

Reflection

What is my mandate?

What Biases are active atm?

Uses language appropriate and respectful to clients, sponsors and relevant stakeholder

Clarity on what I offer: Consulting, Team Building, Facilitation or Coaching?

Group 2: Coaching mindset and Ethical Practice

Remains aware of and open to the influence of context and culture on self and others

Know what you can't cover: refer to other professionals

lacking vs abundance focus

Dealing with closeness & distance

what does this have to do with me?

Empathy

Cognitive ability that helps a person to perform tasks independently.

Methods

Coaching Agreement, Coaching Process Offer

Job clarification

How to make decisions

Facilitation small and big groups

Coach team as single entity

visualization

Ability to approach factual-objective problems in a mentally and physically self-organized manner.

Field

learn the clients domain language

Inspect and Adapt

Ethical Standards

other competency frameworks

http://www.undici.fr/articles/ECVision_Compentence_Framework032015.pdf

<https://coachingferederation.org/app/uploads/2021/01/Team-Coaching-Competencies-4.pdf>

<https://www.wirsindagilecoaches.at/unsere-kompetenz/>

<http://whatisaagilecoaching.org/agile-coaching-competencies/>

We know the Agile Manifesto and can explain the term agile.

We know the most common agile process models and practices and think about them further.

We have extensive practical experience in the application of agile methods and in working with individuals, teams and organizations.

We always stay curious, listen, constantly learn new things and have a wide range of interests.

We have emotional, technical and process competence and a well-stocked method case for this.

We not only know how and why we use our tools, but also when.

We value and cultivate a systemic approach and systemic thinking

We have the communicative skills to present complex issues in a connectable manner, to make changes visible and to act as a catalyst.

We can differentiate between process advice, specialist advice and the connections between the two, and we can also clearly state our offer to our customers.

We have a profound education and appreciate the different possibilities of a personal learning journey.