

# What is an agile coach?

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Radical thoughts...

# Be detached from outcomes



# Take it to the team



Be  
a  
mirror



# Master your face



# Let there be silence



# Model being outrageous



# Let the team fail



# Be their biggest fan





# Who is Lyssa?

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## Before Scrum

- ▶ 15-year career in project and program management
- ▶ PMO director
- ▶ PMP
- ▶ Six Sigma Green Belt

## After Scrum

- ▶ All that + Certified Scrum Trainer and
  - ▶ a belief that teams really do know what's best
  - ▶ a rabid focus on delivering business value
- ▶ Scrum Coach
- ▶ Co-active coach
- ▶ Author: Coaching Agile Teams (Spring 2010)

Many journeys...all are OK

# Agile Coach

**ScrumMaster**  
The team gets it yet  
there's still more to get.

**Team Member**  
I love Scrum!

**XP Coach**  
Uh oh, the  
people stuff matters.

**Tech Lead**  
XP is the way!

**Solid Developer**  
Craftsmanship matters. Period.

**ScrumMaster**  
This is amazing!

**Project Manager**  
Sounds nice, but it isn't  
real world.

An agile coach is...

**Bulldozer**

*Shepherd*

*Servant Leader*

**Guardian** Quality  
Performance

# Bulldozer

# Shepherd

# Performance



# Servant Leader

# Guardian of Quality and

# An agile coach...

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Coordinating individual contributions



Coaching for collaboration

Being a subject matter expert



Being a facilitator for the team

Being invested in specific outcomes



Being invested in overall performance

Knowing the answer



Asking the team for the answer

Directing



Letting the team find their own way

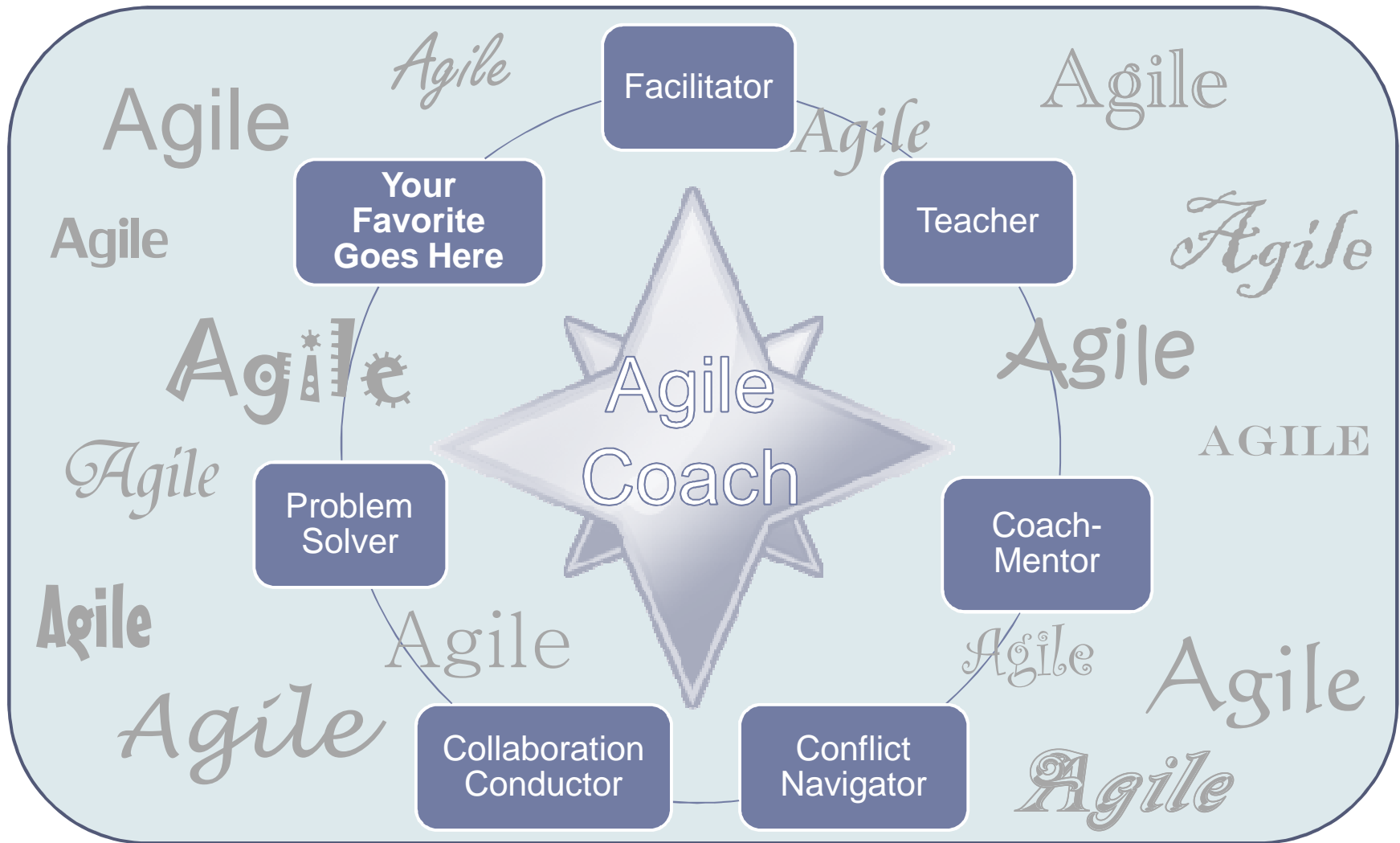
Driving



Guiding

That's a lot of stuff...how?

# Bring in the allied disciplines







How am I doing?

## The yardstick...

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Self-organizing

**Consensus-driven**

Team success

Trust

**Constructive Disagreement**

Owns Decisions & Commitments

Team believes they  
can solve  
any problem

**EMPOWERED**

Pop quiz!

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Promote or inhibit?

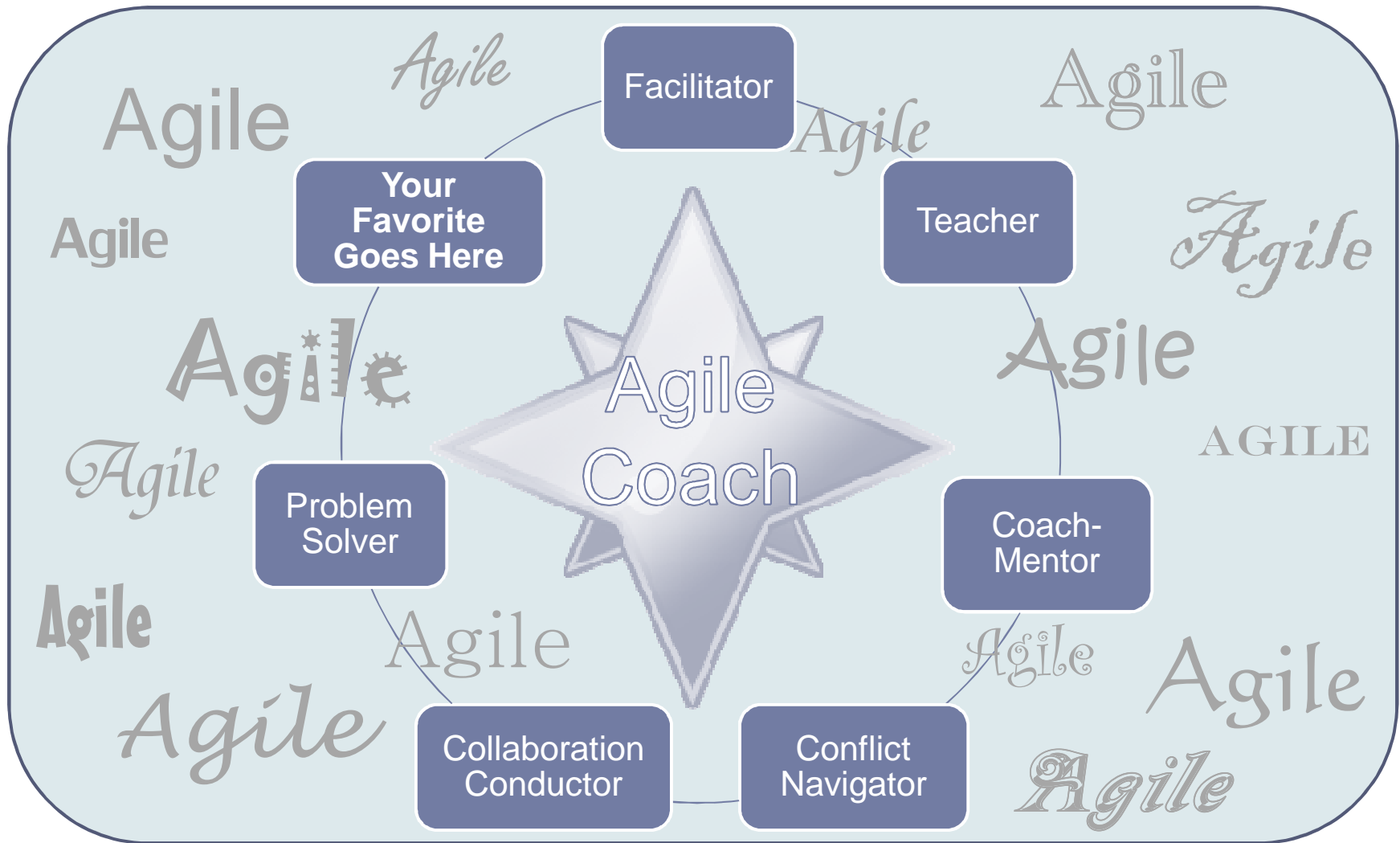
**Bulldozer**

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# Bring in the allied disciplines



## Agile coaching is...

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40% doing  
60% being

As an agile coach you model the key behaviors of a good agilist.

You *ARE* what you're trying to teach them to BE.



Last words...

Don't  
go  
it  
alone





Get your own coach  
and  
look for the book:

Coaching Agile Teams  
Spring 2010

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