

# Course : Agile Methods, Become an Agile Coach

Practical course - 3d - 21h00 - Ref. DCG

Price : 2150 CHF E.T.

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The role of an agile coach is to support the implementation of agility in projects. Drawing on his or her knowledge of agile values, ceremonies and tools, he or she helps the team to adopt behaviors and overcome obstacles encountered in practice. In this course, you will learn how to support the agile transformation process, to help the organization build its skills, and ultimately to enable it to find its own solutions to its problems.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understanding the role and missions of an agile coach
- ✓ Facilitating the implementation of agile practices
- ✓ Implementing the tools and practices needed to carry out an Agile transformation
- ✓ Select and use tools/models adapted to the situations encountered
- ✓ Coaching a team to learn agile values
- ✓ Positioning yourself as a coach through competency models

## Intended audience

Coaches, Scrum Masters, project managers, developers, managers, consultants, facilitators, anyone wishing to strengthen their skills in team agile transformation.

## Prerequisites

Knowledge of the Agile approach or Agile certification.

## Practical details

### Hands-on work

60% practical - 40% theory.

## Course schedule

### PARTICIPANTS

Coaches, Scrum Masters, project managers, developers, managers, consultants, facilitators, anyone wishing to strengthen their skills in team agile transformation.

### PREREQUISITES

Knowledge of the Agile approach or Agile certification.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Posture and activities of the agile coach

- The 6 values of an agile organization.
- Coaching activities: cultivating a mindset open to change, creating an environment that generates performance.
- Les valeurs du coach : aligner stratégie et opérationnel, produire en qualité, être transparent, remplir le contrat.
- Leading by example.
- Reminders of the agile manifesto, the coach's guide.

### Storyboarding workshops

Reflection on the application of an agile principle/transmission of agile leadership values in one's organization. Sharing.

## 2 Applying agile principles

- Welcoming changes in requirements, even late in the project: backlog management.
- Deliver value-added features, reduce unnecessary work. Sprint based on business value, prioritize.
- Users and developers need to work together on a daily basis: face-to-face communication.
- Operational software is the main measure of progress: the burn-down chart.
- Frequent delivery of operational software with short cycle times: automation.

### Exercise

Role-playing: Unfolding a Sprint: prioritization of User Stories by Business Value, team estimations. Collective commitment, defining sprint objectives and risks. Vote of confidence. Debriefing.

## 3 Cultivating learning and continuous improvement

- Implement the team's organization-wide Plan Do Check Act cycle to exploit every opportunity.
- Inspect the quality of the solution: organize an Integration and Innovation Sprint.
- Formalize team continuous improvement stories, reduce technical debt.
- Reflect on ways to become more efficient and solve problems: retrospection, collective intelligence.
- Agile retrospective brainstorming techniques (Speed boat, 4L, Starfish...).

### Exercise

Identify waste and potential areas for improvement. Retrospective workshop, group brainstorming exercises.

## TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

## ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 4 Building an agile team (team building)

- Team self-organization: definition of Done, Peer working.
- Evaluate self-organization: instinctive task allocation, collective choice of actions following Retro.
- Agile team cohesion: cultivating successes and not dwelling on failures.
- Win/win conflict arbitration.
- Supportive environment: redefining management roles (servant leader).
- The best solutions emerge from self-organized teams. The team must have the power of realization.
- Realization: the manager/coach must have the power to create a performance-generating environment.
- Sustainable and constant rhythm: keep a "sustainable" rhythm to maintain motivation. Follow team velocity.

### Storyboarding workshops

Find the team's definition of Done.

## 5 Setting up value chains

- Plan the realization of the portfolio's value proposition.
- Translation of strategic objectives into KPIs (differentiating/competitive elements).
- Arbitration of priorities and budgets between value chains.
- EPIC concept, assumption of value.
- Portfolio roadmap governance: translating a strategic objective into value chain EPICs.
- Break down a strategic objective into small EPICs for projects/programs, and User Stories for teams.

### Exercise

Case study: Identify one or more strategic objectives. Check whether they provide "[differentiators]". Break down a strategic objective you have drafted into at least one EPIC.

## 6 Supporting agile transformation

- Kotter's stages of change.
- Use the existing hierarchical organization to legitimize your position.
- Choice of leaders: influential, credible (certification...).
- Vision development: prioritize EPICs to obtain quick-wins (proof of feasibility).
- One step at a time: after the first quick-wins, aim higher.
- Sustainability and dynamism: setting up an agile competence center.

### Exercise

Write a statement of opportunity. Define the vision (strategic objectives) to lead your transformation.

## 7 Reinforcing the agile culture

- Promoting transparency and open communication.
- Encourage autonomy and decision-making within teams.
- Implement constructive feedback practices.

### Exercise

Team communication and feedback scenarios.

## 8 Advanced practices for large-scale agility

- Overview of the main frameworks: SAFe, LeSS, Nexus, etc.
- Comparison of frameworks and choices adapted to the organization.
- Multi-team coordination and dependency management.

### Exercise

Case study: choosing and implementing a large-scale agile framework for a fictitious organization.

## 9 Measuring and improving agile performance

- Key performance indicators for agile teams.
- Using metrics for continuous improvement.
- Data analysis and interpretation for decision-making.

### Exercise

Definition of appropriate metrics and analysis of fictitious data to identify areas for improvement.

## 10 Building an environment conducive to agility

- Workspace design to encourage collaboration.
- Using digital tools for agile remote working.
- Promote team well-being and motivation.

### Exercise

Design of an agile workspace and discussion of digital tools.

## Dates and locations

### REMOTE CLASS

2026: 16 Mar., 29 June, 7 Oct., 14 Dec.