Coaching Agility
From Within

teamcatapult

The **Coaching Agility from Within Cohort** is designed to help you go from asking...

- "How do I skillfully deal with resistance in my team? "

- **"How do I navigate team conflict that arises in the moment?"**

- "How do I help my team reach high performance?"

- **"How can I tell if what I'm doing even qualifies as team coaching?"**

- "How do I coach leaders in my organization who just 'don't get it'?"

- **"How can I stop feeling like I don't know what I'm doing and worrying that someone will find me out?"**

To leading this..

"I see conflict as a source of energy for my team and I feel confident in my ability to work with it. I'm also not afraid to bring conflict forward if it's impeding progress."

"I am clear about how I support teams in their journey to high performance and how I evaluate where a team is at when I engage with them."

"I am a skilled coach and it shows."

"I am confident in my ability to coach a team. I'm adapting both my leadership style and the way I engage, to support them in doing their best work."

"I confidentiality and skillfully navigate tricky conversations with colleagues and those in authority positions, in the service of my team's development."

"I am highly sought after because I'm masterful at leading change in Agile teams."

If you feel curious about how you can make the shift from confusion and avoidance to masterful team coaching, then we would like to invite you to join us for a journey of personal growth and skill development towards coaching agile teams.

You will join a group of like-minded peers who will walk with you on your journey to coaching competency, supporting you, cheering you on, and holding you accountable to your own growth.

Anyone can call themselves an agile coach...but not everyone has the fundamental professional coaching and facilitation skills to tap into the collective intelligence, co-create the future and evoke team transformation - a requirement for business agility in a VUCA world.

The Agile Team Coaching Certification Cohort bridges the gap between just learning the tools and actually implementing them in the real world with a real team. During this one-of-a-kind program, you will further your journey to a 'shu' state, one where you can skillfully dance in the moment (being) and apply the optimal tool (doing) for the moment.

This in-depth program is rigorous, placing an emphasis on practice and feedback opportunities through skill drills, peer coaching, team coaching, ongoing group work, professional one-on-one coaching and one-on-one supervision of actual agile coaching sessions.

Throughout the program you will have ample opportunity to learn from your peers and bring real-world scenarios to the group for feedback and guidance. That way, you'll uncover your blindspots so you know you're growing your team and challenging yourself.

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What to **expect…**

We offer a 9 month virtual program, including a 5-day remote residential

Program Duration: 9 months

Weekly meeting: via Zoom

Average Weekly Time Commitment:
Expect to spend on average 6 hours a week working on the program. Some weeks may be more.

Homework/ Journaling:
1.5 hour

Meeting: 1.5 hours

Individual Coaching / Mentoring: 1 hour

Team Coaching: 1 hour

Facilitation / Training: 1 hour

What you will be doing:

Required Hours of Practice:
Ideally, this will come from at least 2 individuals (may be peers/colleagues, may not be other certification participants) that the participant identifies and establishes an explicit coaching relationship.

100 Hours of Coaching, Team Coaching, Mentoring, Facilitation and Training.

COURSE **PRE-REQUISITES**

To join our course you must currently hold:

- ICP-ATF: ICAgile Certified Professional in Agile Team Facilitation
- ICP-ACC: ICAgile Certified Professional in Agile Coaching
- Deep knowledge of agile mindset, values, principles and practices and different frameworks to put these principles into action.

This program does not cover agile practices in detail, we start with the assumption that you have a base knowledge of agility. The skills and competencies covered in this program will help you be agile rather than just do agile.

AS A RESULT OF THIS PROGRAM **YOU WILL BECOME...**

- **Competent + Experienced**
  You'll no longer feel off balance when conflict arises with your team because you've had plenty of time to integrate your coaching and facilitation skills in a rigorous, feedback-rich environment.

- **Skillful + Proficient**
  You'll have access to your full set of skills - not just the one or two that you had time to practice in class. No more winging it or playing safe hoping no one will notice.
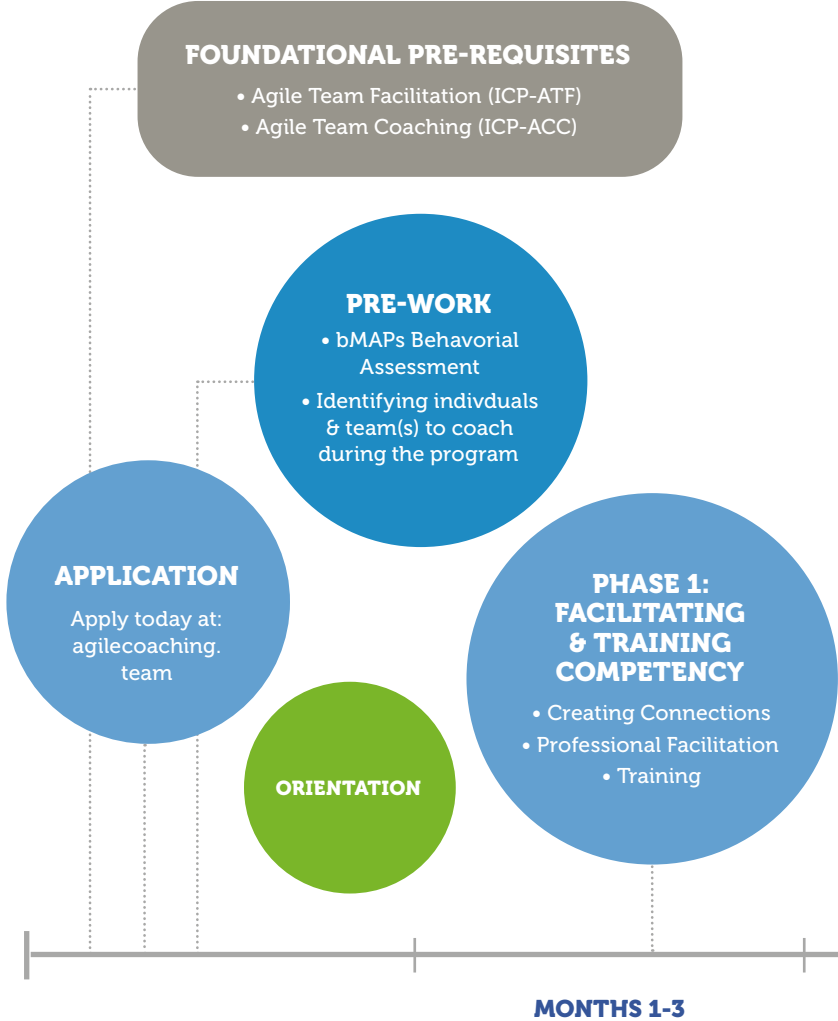
- **Accomplished + Capable**
  The cohort relies on experiential learning. Your skills and growth will be mirrored back to you in real time. No more simulations or just theory. All of the feedback you receive is based on your work with your real teams.
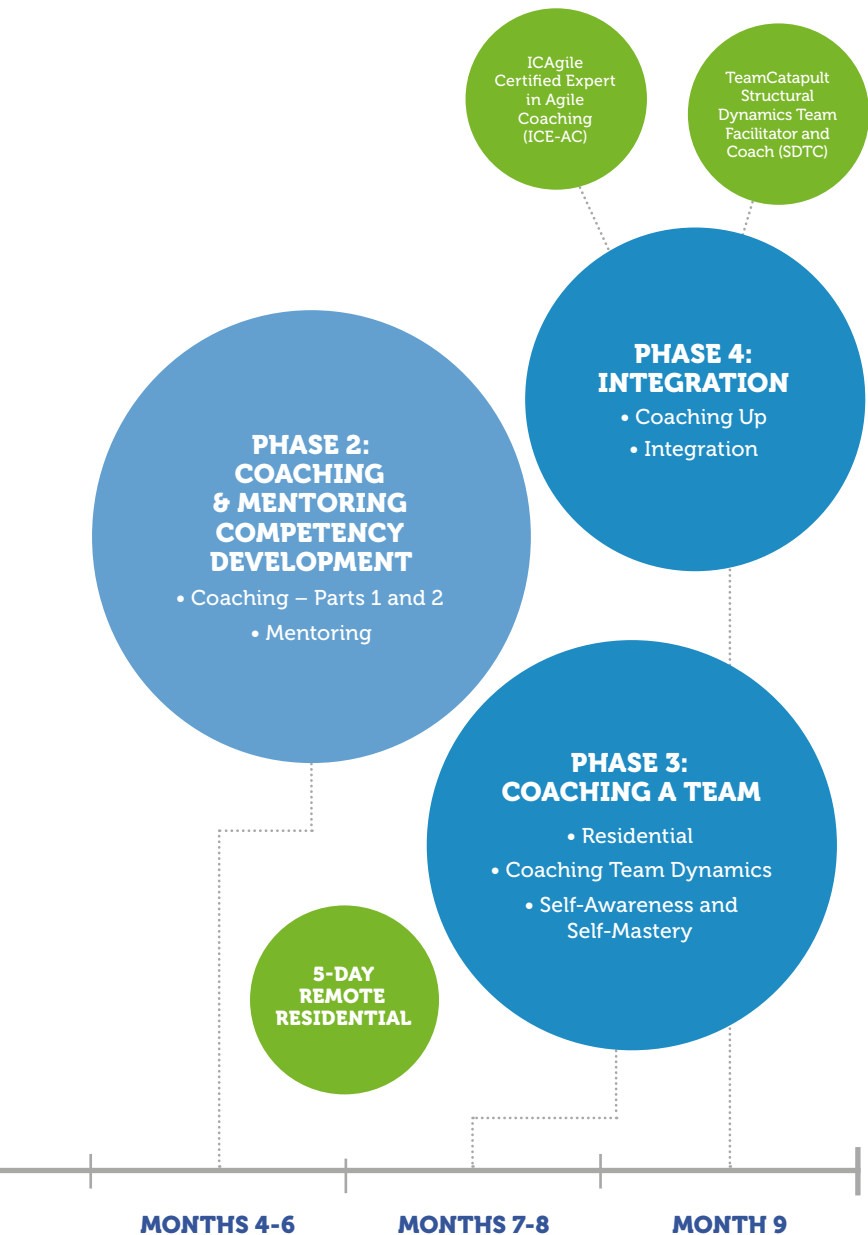
- **In-Demand + Sought After**
  Whether you work in an organization or as an independent, you will become the person that others seek out when the situation becomes difficult or complex. As a result, you'll naturally see exponential growth in your reputation.

Cohort Timeline

Join us for a nine month journey towards team coaching

FOUNDATIONAL PRE-REQUISITES
• Agile Team Facilitation (ICP-ATF)
• Agile Team Coaching (ICP-ACC)

PRE-WORK
• bMAPs Behavorial Assessment

• Identifying indivduals & team(s) to coach during the program

APPLICATION
Apply today at: agilecoaching. team

ORIENTATION

PHASE 1: FACILITATING & TRAINING COMPETENCY
• Creating Connections
• Professional Facilitation
• Training

MONTHS 1-3

ICAgile Certified Expert in Agile Coaching (ICE-AC)

TeamCatapult Structural Dynamics Team Facilitator and Coach (SDTC)

PHASE 4: INTEGRATION

• Coaching Up
• Integration

PHASE 2: COACHING & MENTORING COMPETENCY DEVELOPMENT

• Coaching – Parts 1 and 2
• Mentoring

PHASE 3: COACHING A TEAM

• Residential
• Coaching Team Dynamics
• Self-Awareness and Self-Mastery

5-DAY REMOTE RESIDENTIAL

MONTHS 4-6

MONTHS 7-8

MONTH 9

Components of the Program

Group Cohort Calls

The program includes twenty-five 90-minute group cohort sessions where we will focus on a weekly theme. These weekly group calls will vary in format to include deepening the understanding of a concept, case studies, triad and dyad practice, and coaching. Prior to each call there will be required pre-work. The pre-work will be sent out a week ahead of time and may include reading, reflection, journaling, or preparation of a case study.

Small Group Calls

Periodically throughout the program there will be small group calls which will focus on a skills practices or group supervision.

4 Hours of Individual Professional Coaching

With a Certified Professional Coach, for each participant. One of the best ways to learn coaching is to be a recipient of coaching. These calls are intended to provide space for personal growth.

4 hrs Supervisions

2 hours of Individual (one-on-one) Supervision, where you bring a video (or audio) showing your skills in facilitating, teaching, coaching or mentoring. The Supervisor will assess your Agile coaching against a set of open, transparent competencies and provide feedback and growth opportunities.

Reading and Journaling

Developing the skills of an agile coach requires attention to your own development first. Each month participants will complete reading and journaling assignments designed to expand your knowledge and self-awareness and help you prepare for the group calls and your individual coaching calls.

Capstone Agile Coaching Stance

The program will conclude with the development and articulation of your agile coaching stance, how you work with teams, why you do what you do.

Final Assessment

Your final assessment will include a written component: journal entries and reflection questions; and a demonstration component. For demonstration you will submit a video for facilitation and teaching and a video or audio for coaching and mentoring.

5 DAY REMOTE
RESIDENTIAL

A deep dive into the practice of team coaching. Here is where you will take all of your learning in each competency and practice integrating them into your work with teams. What does it mean to see a team as a system, be able to read the room so you can help the team see their patterns so they can change what's getting in their way. The residential prepares you personally to level up your work with teams.

THE TOP 5 REASONS
YOU SHOULD PARTICIPATE IN THE PROGRAM.

1 **Two certifications:** ICAgile Certified Expert In Agile Coaching (ICE-AC) TeamCatapult Structural Dynamics Team Facilitator and Coach (SDTC Level 1)

2 **A professional and supportive network.**
You will have a life-long network of people to support you along your journey.

3 **Personalized feedback in two layers.**
First, you'll receive feedback from your peers and co-leaders to apply your skills in an adaptive way. Then, you'll get feedback from your clients in your real world environment to understand the impact you have. We do not rely on role plays or made-up cases to help you grow.

4 **Develop your Agile coaching practice through experience.**
This program, by its nature, will propel your practice forward quickly; forcing you to practice the whole arch from contracting to coaching and completing an engagement.

5 **1:1 Coaching and 1:1 Supervision.**
Unlike basic certification programs, we believe that an important way to learn coaching is by receiving coaching. You'll deepen your skills and awareness because the skills and presence will be modeled for you throughout.

What you will **gain…**

Clarity in your own Team Coaching practice.

If you are an external coach, you will refine how you think about your own practice of agile team coaching and how you contract with teams. If you are internal, you will refine how you talk about the outcomes of working with a coach and the outcomes teams can expect. In either case you will become more clear about boundaries and what creates the best environment for teams to thrive.

Proficiency in Coaching, Mentoring and Facilitation.

This part of the journey is steeped in real-world practice. You will be working with real teams and getting feedback along the way. This will deepen and refine your skills.

Personal Growth.

How we think is how we lead others. Continue the journey of personal growth that started for you in the foundational facilitation and coaching courses. When agile coaches are able to come from a place of greater self-awareness, self-acceptance, self-mastery and self-authority then they show up for teams in a more powerful way with greater results.

Greater demand for your services.

People don't contract for your services because of a piece of paper, they work with you because of the deeper work you have done to refine and master the craft of coaching teams and the positive impact you have when you work with others.

Certifications

This is a competency certification, not an attendance certification

You cannot go through the motions in this program. We expect that you will commit to the program and invest the time in your own learning, show up and engage, and express a sincere desire to improve.

In return, you can expect that we will show-up, engage, support and challenge you in your journey.

Yes, you will receive a certification
If you're ready to deepen your ability to coach Agile teams because you want to inspire and challenge them instead of simply tell them what to do, this cohort is for you.

The program is about so much more than certification. Our primary objective is helping you grow your own leadership in this journey. In fact, if you're considering joining the cohort simply for the certification, please do not apply.

You will be eligible for the following certifications upon successful completion of the program:

- ICAgile Certified Expert in Agile Coaching (ICE-AC)
- TeamCatapult Structural Dynamics Team Facilitator and Coach (SDTC Level 1)

APPLICATION

Apply online at: www.agilecoaching.team

Here's what's included in your program fee:

- 14 Cohort group calls

- 3 small group supervision calls

- 4 hours of individual coaching with a certified professional coach

- 4 hours of individual supervision with a certified professional coach

- The bMaps Assessment (to be completed as part of your pre-work)

- Participant materials and access to the cohort learning portal

- 5-day remote residential

- The ICAgile Certified Expert in Agile Coaching Certification Fee *(this fee is normally **$1,275** when done directly with ICAgile)*

"Find a group
of people who
challenge and
inspire you, spend
a lot of time with
them, and it will
change your life
forever."

Amy Poehler

teamcatapult

Apply at **www.agilecoaching.team**