

# Working with Other Agile Coaches Ohhhh, THE DRAMA!!!

*Version 6 – The Speedy Gonzales Version*  
*#CoachingDrama*

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Vinnie Gill

30 mins



# Let's start at the very beginning.....

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1. Have you ever worked with an agile coach/ scrum master/ team member who is challenging to work with?
2. In one word, describe what you found most difficult about working with them.



## Poll aggregate from the last 5 talks

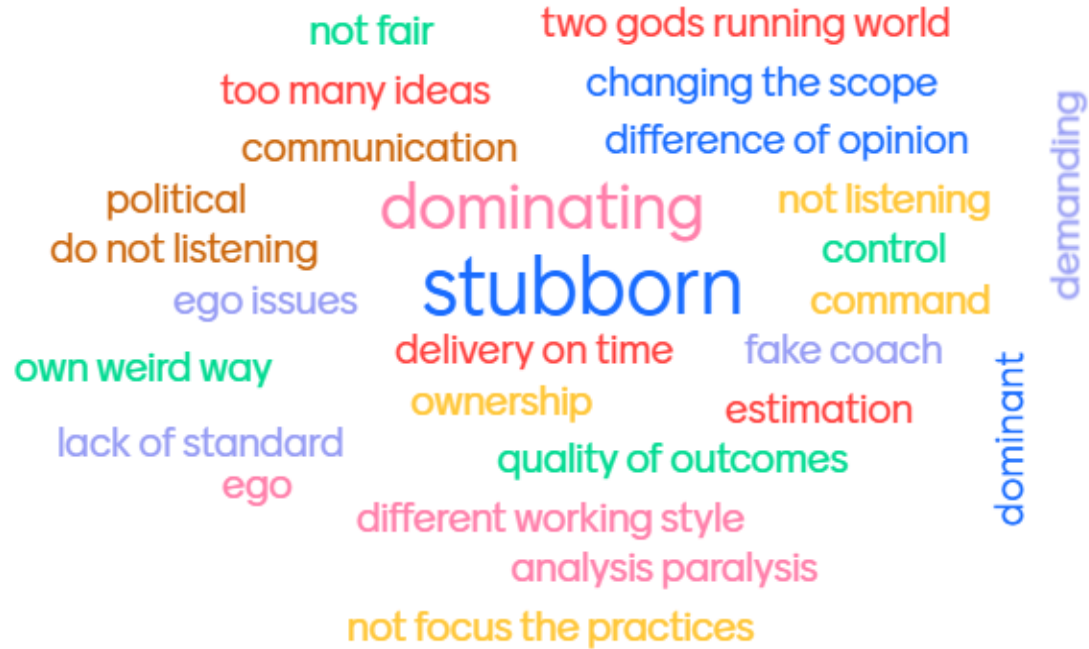
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94% - Yes have worked with a challenging AC/SM

6 % - No, All good (when asked was mostly lone rangers on site, contract holders)



# In one word, describe what you find most difficult about working with them.



In one word, describe what you find most difficult about working with them.

21 answers

don't do what they say  
 not living agile values  
 not listening fully talk talk  
 sounding very negative my way not giving credit  
 arrogance ego  
 no credit me me me sly can't trust  
 i want to fix everything  
 not honest being very purist  
 lack of listening skills  
 no clue how to coach





In one word, describe what you find most difficult about working with them.

43 answers



# Why is it important to be able to work with other agile coaches?

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An overview of coaching team diversity.





# Understand the coaches in the system - who owns what, what do they do, what role do they have?

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## Employment types

- Perm
- Contract/FTC
- Consultant

## Coach types

- Team
- Program
- Enterprise

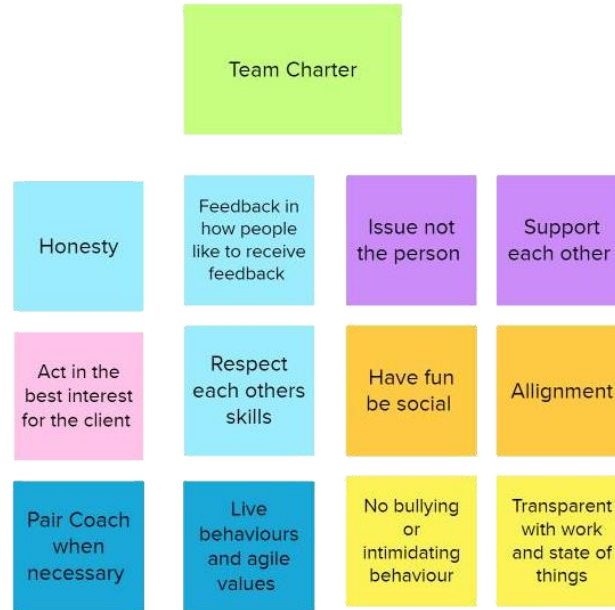
## Management types

- Line manager
- Senior leader
- Executive



# Coaching team contract/charter

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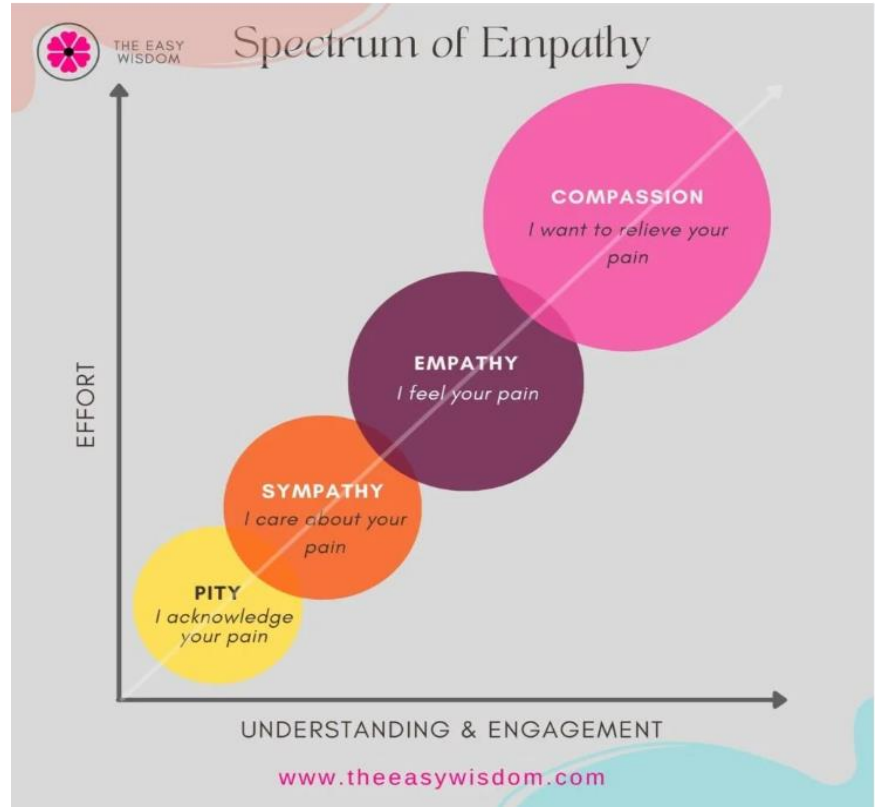


# Empathy

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# Empathy much? or maybe its Compassion



# Socialisation

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# Coach anti-archetypes

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1. Overwhelmed coach
2. The coach who doesn't listen
3. Framework coach
4. Know-it-all
5. The now you see me and now you don't coach
6. The taking credit coach
7. THE COACH



# Coach team dysfunctions

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1. Silo'd coaches
2. No actual experience
3. Pushing own agenda
4. In it for the money
5. No alignment
6. Being absent
7. Not accepting feedback
8. Unethical
9. It's my way or the highway
10. Bullying
11. Reluctance to work together
12. The silent one



# Capability matrix

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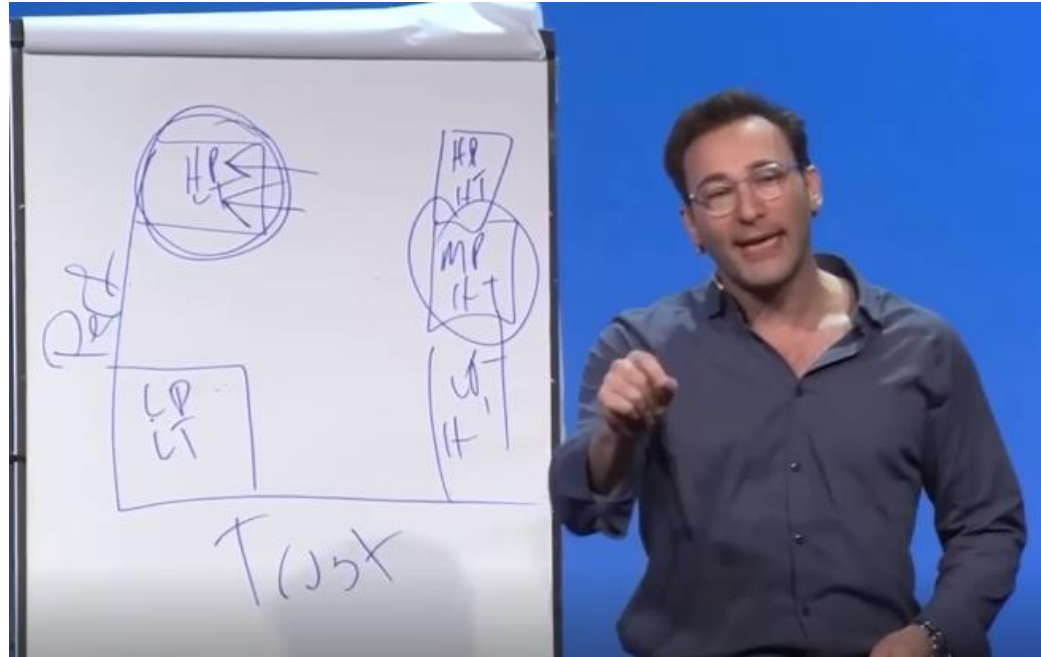
"leadership training - everybody is equal" ([CC BY-NC 2.0](#)) by [Frerieke](#)





# Self-Selection

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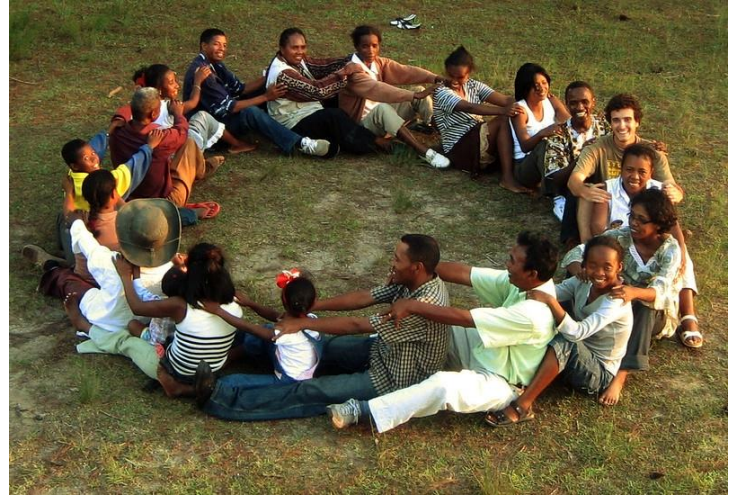


# Retros

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# Fatigue



# Practice what you preach

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# The moral of the story

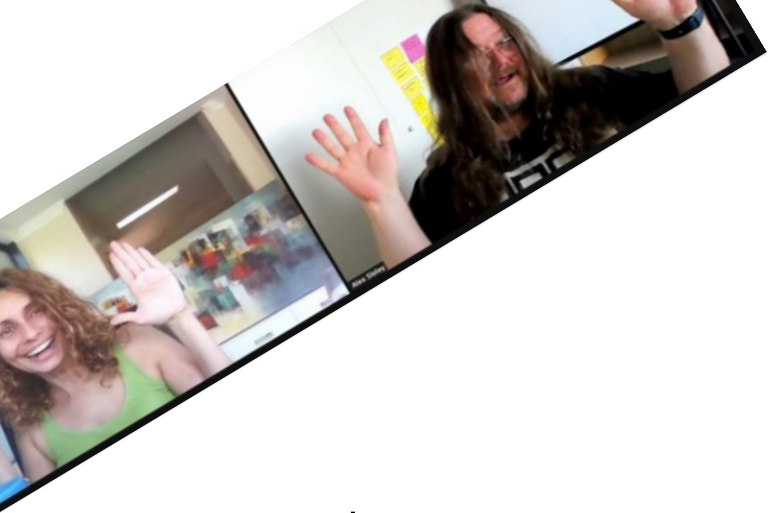
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*"We aren't special, we're not gods, we are humans just like the people on any agile team."*



"Cheek Meat" (CC BY 2.0) by [orijinal](#)





# Děkuji Praho!

#AgileDrama

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