

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

*Version 6 – The Speedy Gonzales Version
#CoachingDrama*

Vinnie Gill

30 mins



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

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.



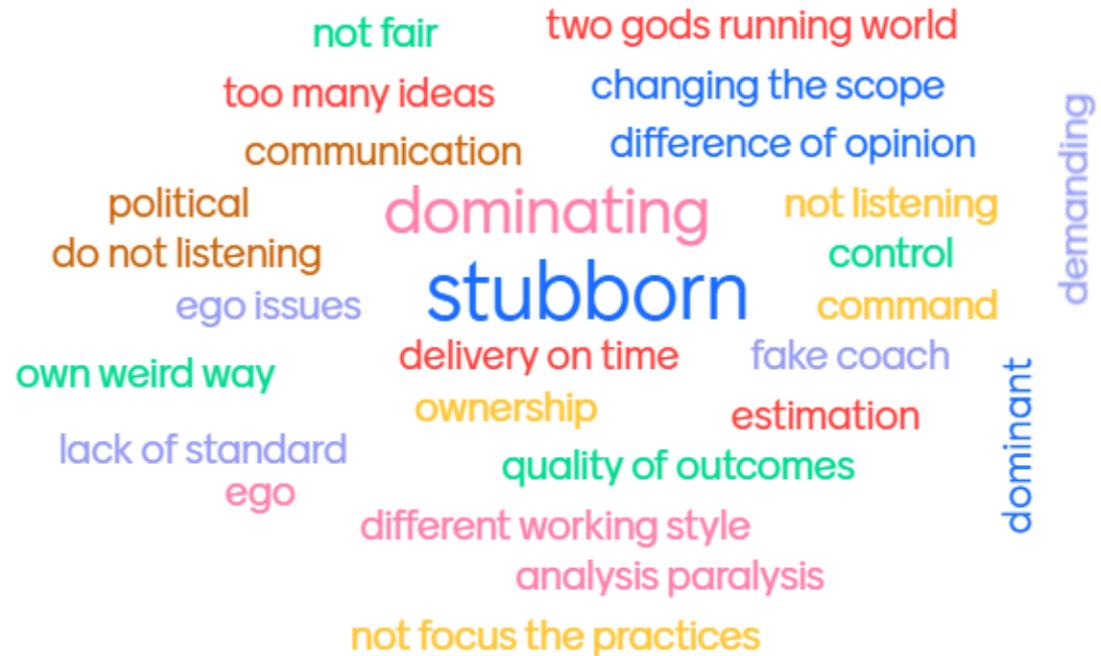
Poll aggregate from the last 5 talks

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

Word cloud containing the following phrases:

- 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?

An overview of coaching team diversity.



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

Employment types

- Perm
- Contract/FTC
- Consultant

Coach types

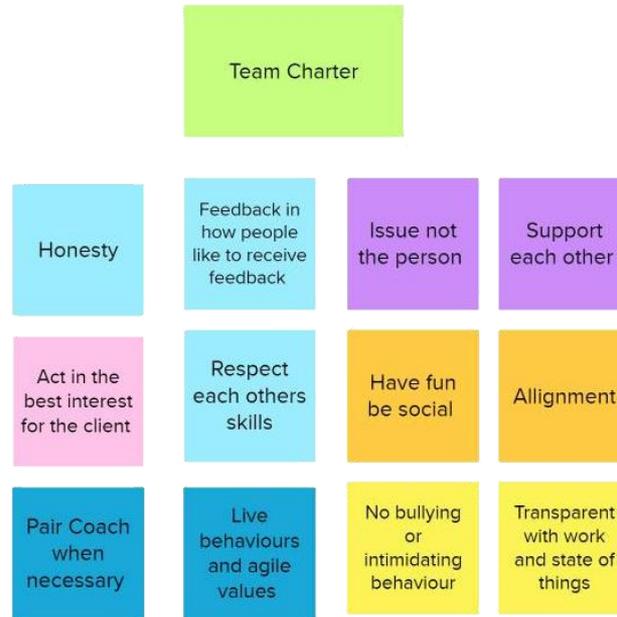
- Team
- Program
- Enterprise

Management types

- Line manager
- Senior leader
- Executive



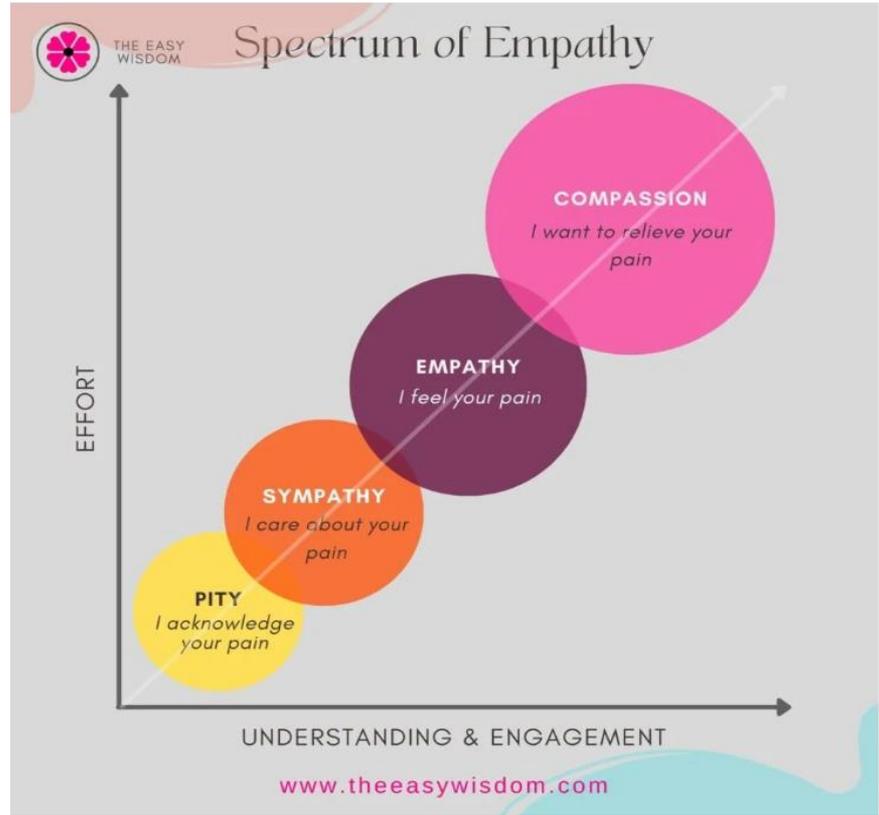
Coaching team contract/charter



Empathy



Empathy much? or maybe its Compassion



Socialisation



Coach anti-archetypes

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



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



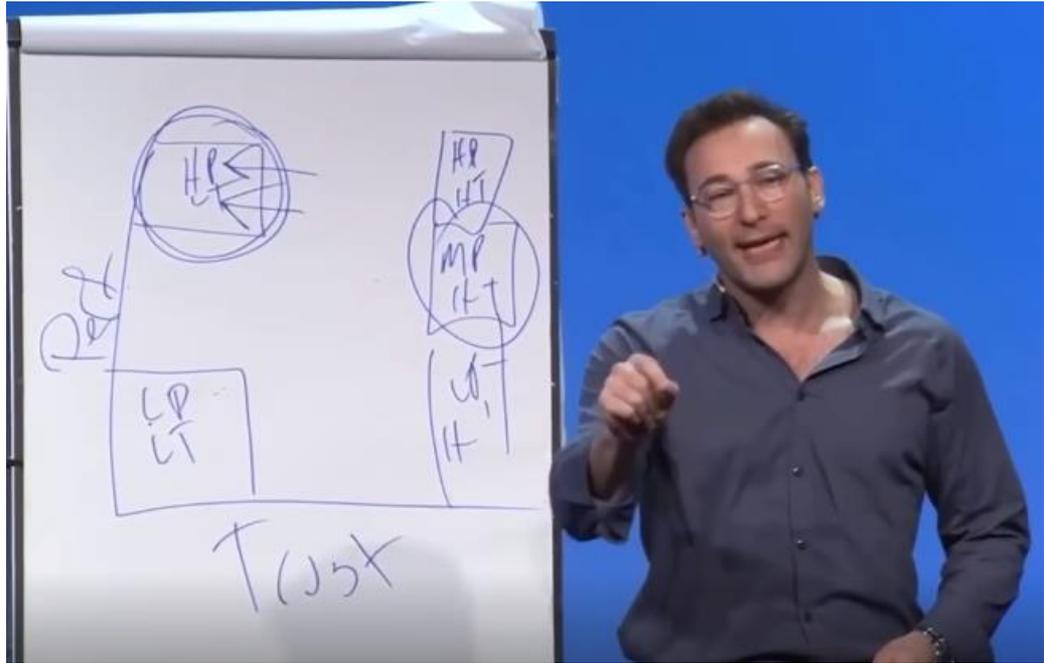
Capability matrix



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



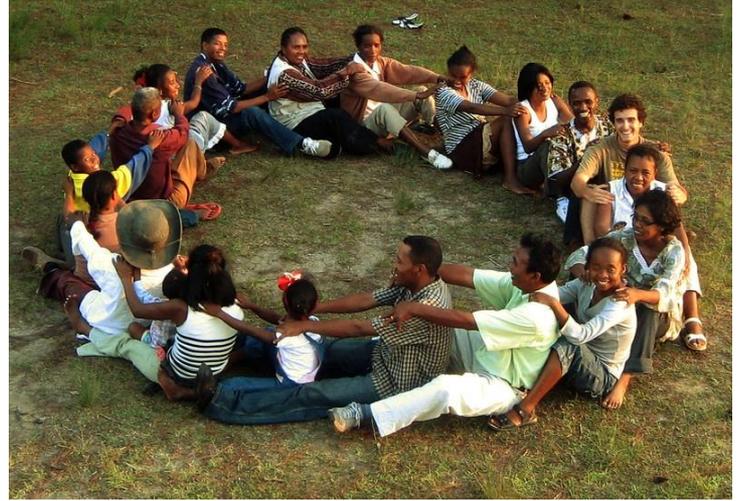
Self-Selection



Retros



Fatigue



Practice what you preach



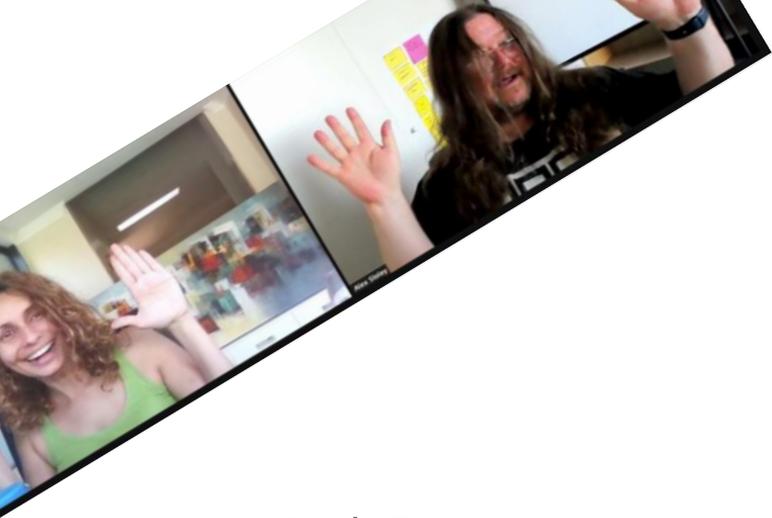
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The moral of the story

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





Děkuji Praho!

#AgileDrama

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