

WORKSHOP

„The power of curiosity,  
listening and presence...“



Team up with growing your own mind set

Edwin Hanegraaf // Agile Prague - September 17, 2024



Effective Coaching for you

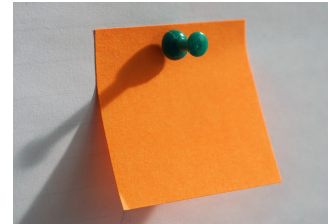
# Before we start...

... you should do some preparation work

## Take the orange post-it and ...

Write big and clearly only one number of the statements that best describes YOU:

1. Give me details
2. Show me you care
3. Involve me
4. Be bright, be brief, be gone



## Take the yellow post-it and ...

And describe in a few words an (agile) **topic/challenge** that you would like to address within the workshop



# Today's workshop

What can you expect

1 Some introduction...

2 Theme introduction

3 Practicing theme behaviors in pairs

4 Reflection on the outcomes

5 Summary and Q&A

6 Thank you & contact information.

*Repeat for each theme  
(until time is over)*

# Agile Coaching

An example of stances for an agile coach...



# Professional Coaching

► Empowering yourself...

*Code of Ethics*

*Core Competencies*

**ICF**

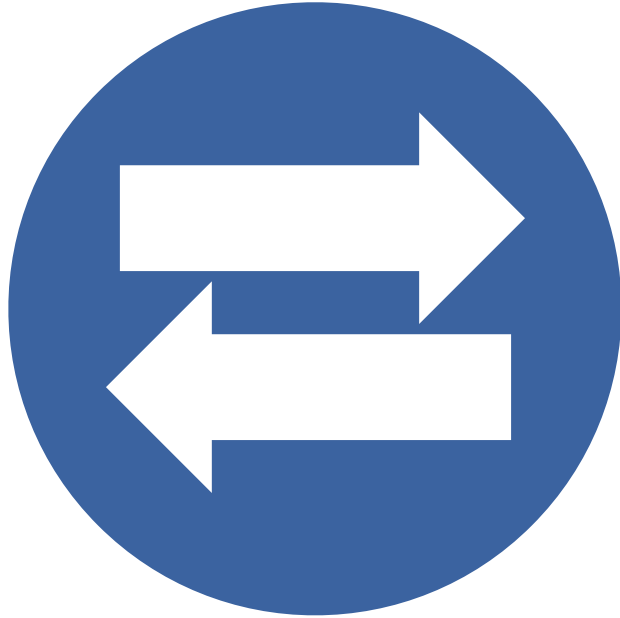
**Credentials  
and Standards**

*Rigid credentialing*



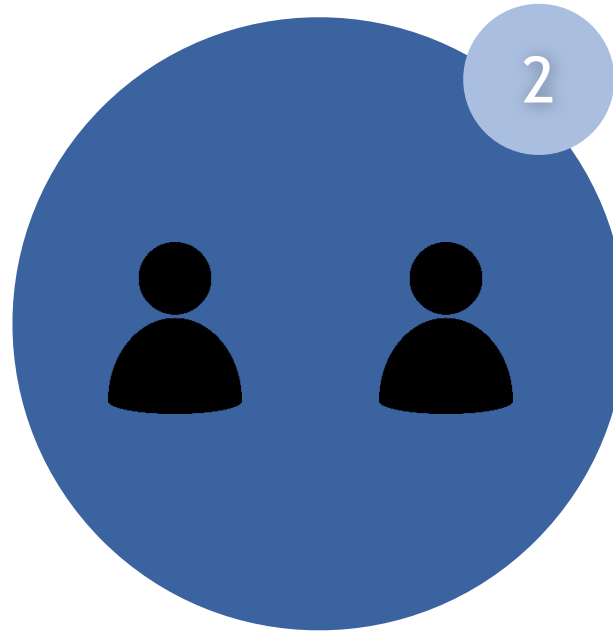
# Theme cycle

The order we are going to do some practicing



## Collective Theme Intro

Behaviours related to the theme are demonstrated  
... and explained



## Pair practice

1 sender, 1 receiver  
Pick a behaviour  
Execute  
Reflect



## Collective Reflection

Reflection on the learnings



# Practice time

The order we are going to do some practicing

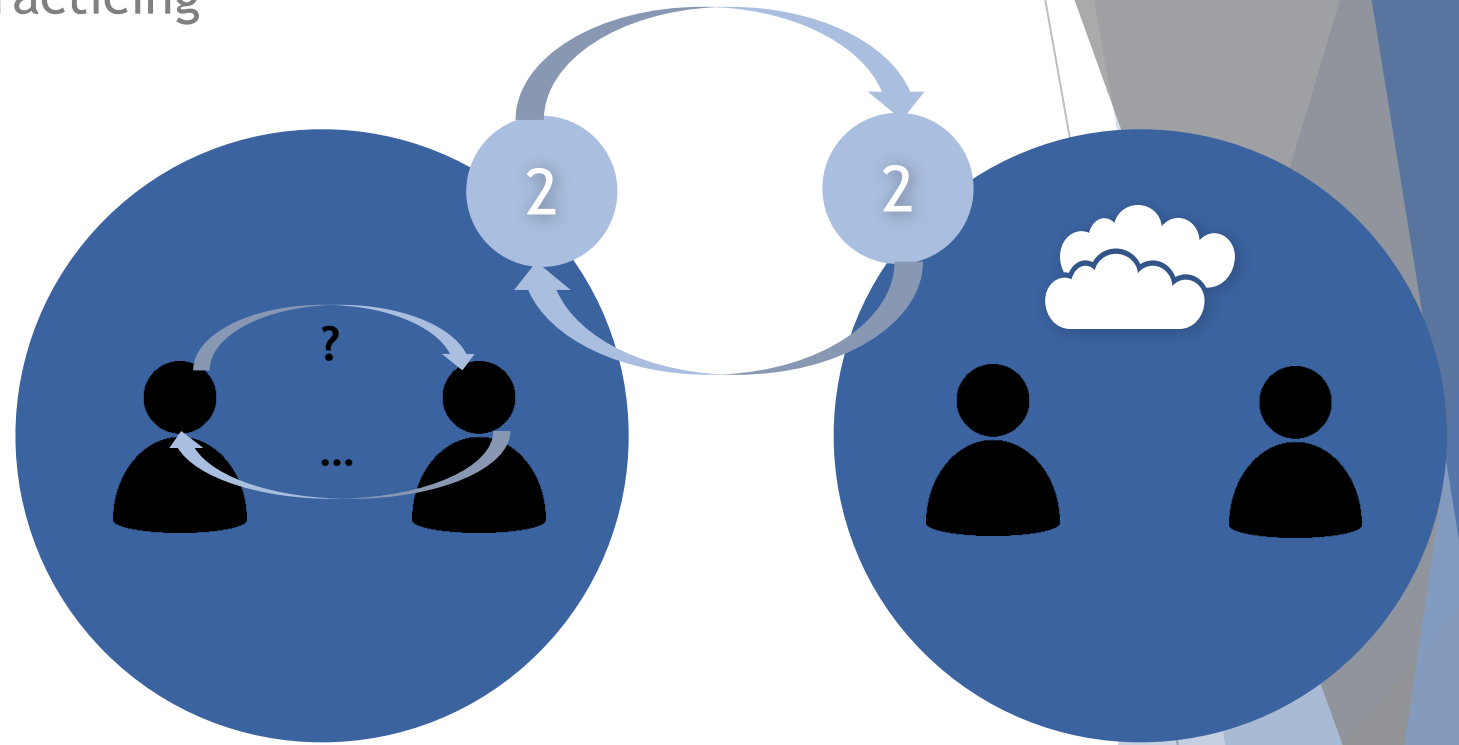


## Pair

“Random”

1 sender, 1 receiver

2 rounds (switch roles)



## Practice

Pick a behaviour

Execute

4 mins



## Reflect

Reflection on the learnings

2 min



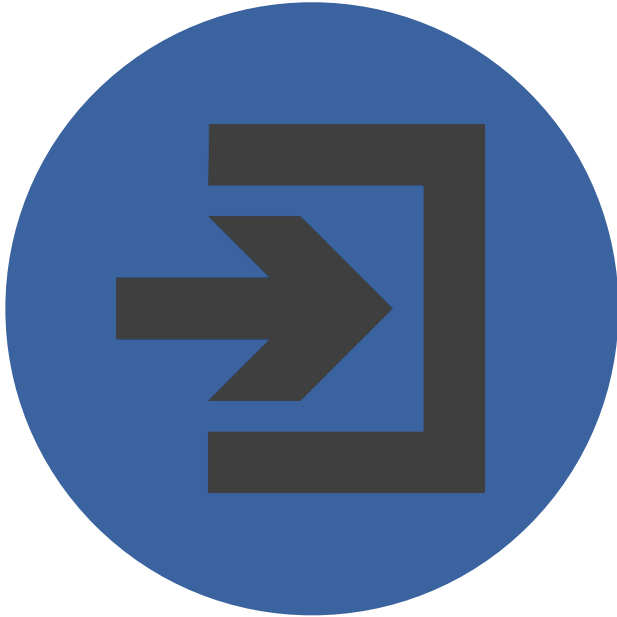


# Theme PRESENCE



# Theme PRESENCE

Behavior that supports being “present” to the person



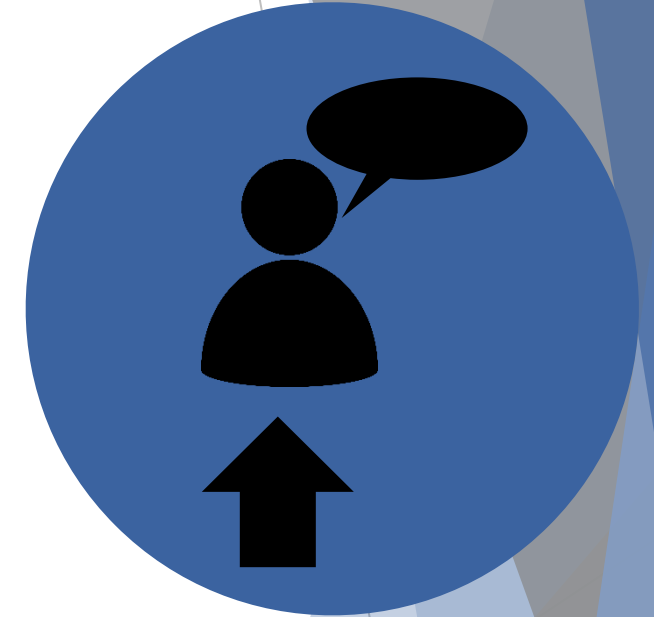
Connected

Actively be in the mental space



Room for reflection

Always allow time to reflect



Coaching the Person

Deep dive into the impact for the person

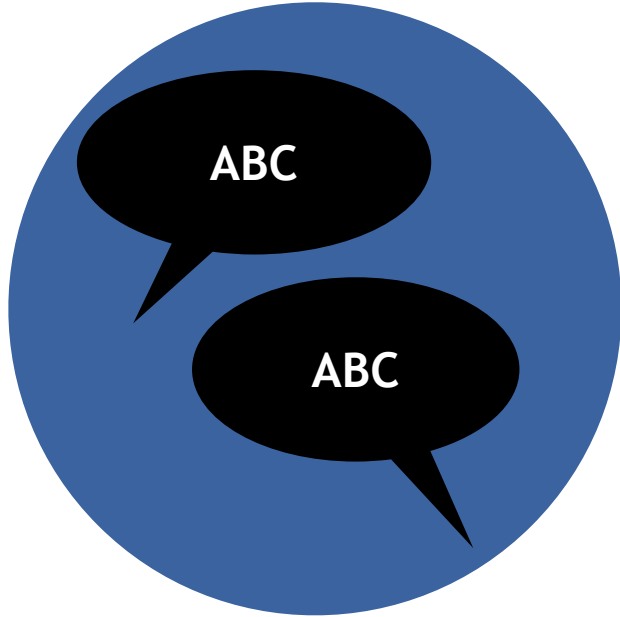




# Theme LISTENING

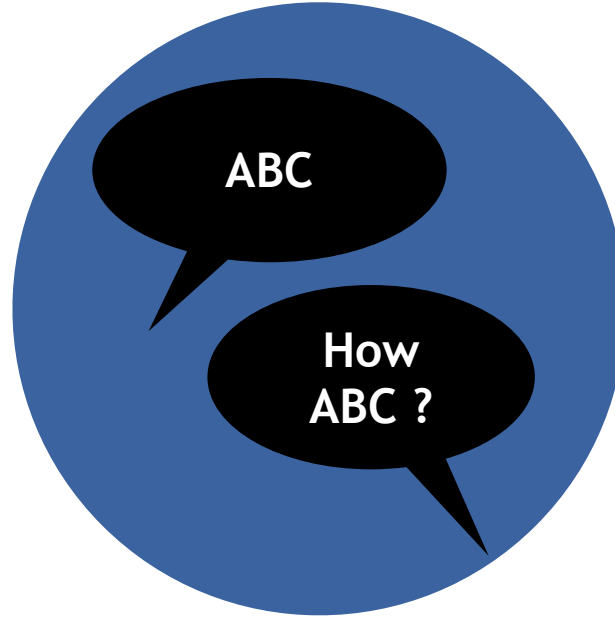
# Theme LISTENING

Behavior that supports actively listening



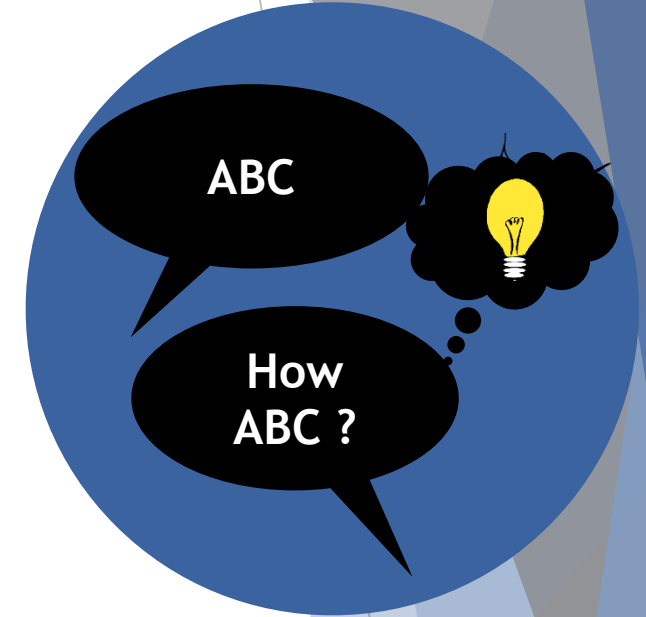
Use same words

Use the same wording when responding



Reflect on what is being said

Ask about the thing being shared



Clarity for learning

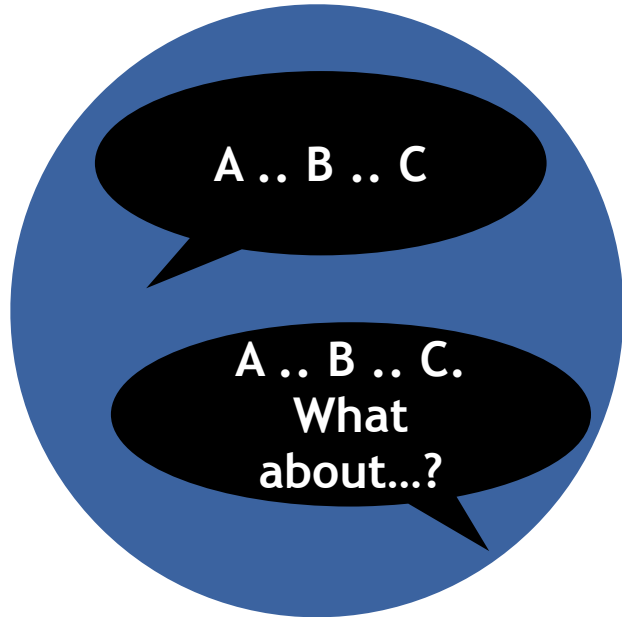
Ask by evoking new awareness  
(learning)

# Theme CURIOSITY



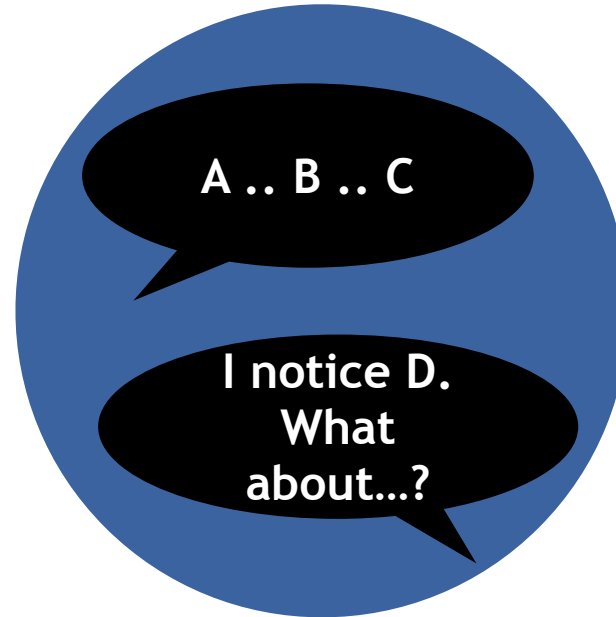
# Theme CURIOSITY

Behavior that supports maximizing a “growth mindset”



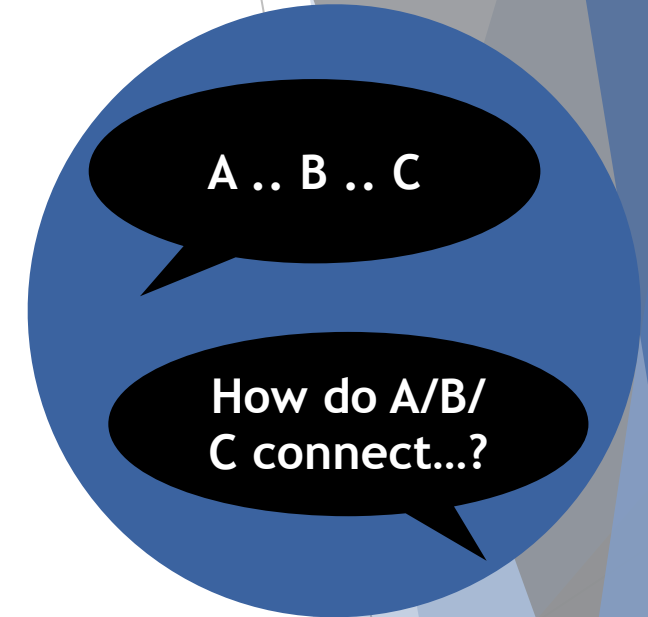
## Reflection & open question

After reflection, open question to evoke new thinking or awareness



## Observation & open question

If an observation is shared, follow-up with an open question



## What makes me curious?

Ask questions that may lead to new insights



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# Theme TRUST & SAFETY

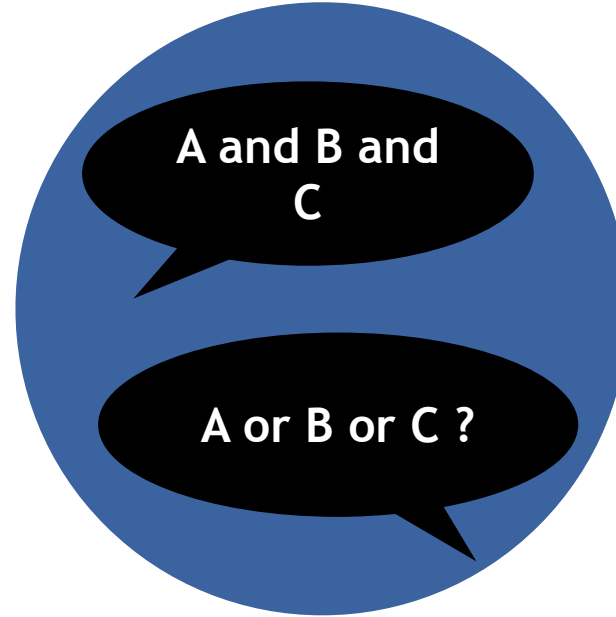
# Theme TRUST & SAFETY

Behavior that creates a safe space for communication



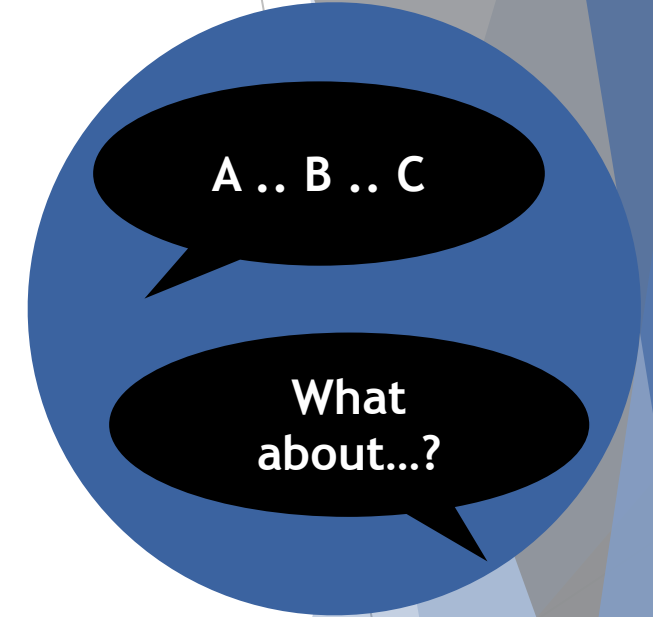
## Acknowledge

Positively respond to achievement or behaviour



## Driver seat

Give room to choices to be made



## Value free questioning

Typically use What and How



Thank you

Questions and answers





## Contact

### **Effective Coaching for you**

Edwin Hanegraaf

Agile & Professional Coach

[www.effectivecoaching4u.nl](http://www.effectivecoaching4u.nl)

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