

# **Certified Agile Coaching Practitioner (CACP)**

**Modality:** Virtual Classroom

**Duration:** 2 Days

## **About this Course:**

The training certification program “Certified Agile Coaching Practitioner” is centralized on agility that is “doing agile” and “being agile”. The highly interactive course which includes communication in the form of relevant extensive discussion and provision hands-on skills to practice. These different modes of trainings will help in initiating the relevant agile transformation or transition. The students enrolled in CACP certification course will be able to get ample amount of useful knowledge of practices and foundational principles of Agile. In addition to the agile basics, you will be taught crucial components like culture, lean thinking, structure, and systematic thinking. Having a comprehensive knowledge about these components will help in successful implementation of business level agility in organizations.

The Certified Agile Coaching Practitioner or CACP course integrates four main aspects as a primary focus of this course: Systems, leadership, culture and practices. These different important factors will help in equipping coaches and business leaders with the hands-on set of skills they need to achieve a successful agile transformation as easily as possible. Moreover, the CACP certification training aims to let the learner improve management skills, boost lean thinking, and professional training and coaching.

Here are some of the key areas you will learn in this course:

- Different structure, culture and dynamics of an organization and their effect on agile transformation and what an Enterprise Agility Coach could do to adapt and develop team and business agility by implementing effective strategies
- To achieve the business and human success as a Enterprise Agility Leader, through this course, you will learn ways to create and integrate workable organization transformation
- You will get the key knowledge on how to create a system that easily supports high-performance, boost customer focus and enables greater business agility and transformation
- You will be taught key fundamentals to examine the low maturity components and take actions accordingly. The course will help you to figure out the capable components for business agility.

## **Course Objectives:**

To acquire the hands-on skills of business agility coaching, you are required to put in extra effort and time. The workshop is designed to give you the insight on the core elements of CACP.

- You will learn about the key factors of agility of business and help understand what actions should be taken by the organization to support it
- How to make the best use of areas of skills and knowledge learned from the expert enterprise coaches of agility.

- You will learn about different types of changes and organizational changes in order to achieve top level of enterprise level agility

## **Audience:**

The Certified Agile Coaching Practitioner (CACP) training course is created for:

- Project and Portfolio experts who are interested in the role of an Enterprise Agility Coach or a leader
- Professional Scrum masters, Iteration managers
- Product owner and individuals who are looking to expand skills
- VPs, VIPs, and for other senior leaders

## **Pre-Requisites:**

- Basic know-how of Agile Manifesto and Agile methods would be plus
- Experience of working in an agile environment in a business or technical area of ??a company
- Should be eager to learn soft skills mandatory to become successful Enterprise Agility Coach

## **Course Outline:**

### 1. Agile and Agility

- What is Agility?
- Agile and Agility Model
- Doing Agile vs. Being Agile
- VUCA World and importance of Agility

### 2. Introduction to Coaching and Becoming a Coach

- Definitions of Coaching
- Coaching as a Profession
- Coaching Frameworks/Models
- Definition of Coach
- Skills to help Coach

### 3. Organizational culture, structure, leadership, and practice

- Organization Ecosystem
- When Agile is just a Process
- Wilber's Four Quadrant Model – Intentional, Behavioral, Systems and Culture

### 4. Organizational Design (OD)

- The connection between Organization and People
- Structure
- Roles and Responsibilities
- Individual capabilities

- Enablers

## 5. Complexity and Systems

- System Thinking
- Complexity Theory
- Complex System and Consequences
- Ability to counter Complexity with Clarity
- Complexity models

## 6. Five Disciplines

- System Thinking
- Personal Mastery
- Mental Models
- Shared Models
- Team Learning

## 7. Leadership

- Type of Leaders
- Agile Leader mindset
- Predict-and-Plan mindset
- Sense-and-Respond mindset
- Conditioning (Catalyzing) the enterprise

## 8. Mindset

- Agile is a mindset
- Fixed mindset vs. Growth mindset
- Delivery approach differentiation

## 9. Lean

- Lean Startup and Lean Startup Model
- Lean/Lean Thinking Principles
- Lean Thinking – Process Concepts
- Lean Thinking - Tools

## 10. Enterprise and Business Agility

- Seven types of Agility
- What is Organizational Agility?
- Attributes of Enterprise Agility
- Components of Organizational Agility and Resilience
- Business Agility
- What is Business Agility?
- Business Agility Drivers

- Business Agility Justification
- Business Agility Metamodel

## 11. Enterprise Agility Coach

- Role
- Key traits
- Soft skills

## 12. Enterprise Agility Coaching Competency Framework

- Enterprise Agility Coaching Competency Framework
- Additional considerations
- Success criteria

## 13. Agile Adoption

- Most Agile Adoptions
- Outside-In Adoption
- Inside-Out Adoption
- Inside-Out Agility Approach

## 14. Agile Transformation Approach

- Enterprise Agility
- Team Agility
- Investing in a new set of Capabilities
- Key team and enterprise level changes

## 15. Enterprise Business Agility Assessment

- Basics of Assessment
- Sample Enterprise Business Agility Assessment

## 16. Sustainable Agile Enterprise

- Enterprise Agility Enablers
- Basic elements of sustainable agility

## 17. Challenges faced by Enterprise Agility Coaches/Leaders and How to Overcome

- Organizational Challenges
- Cultural Challenges
- Business Challenges
- Measurement Challenges