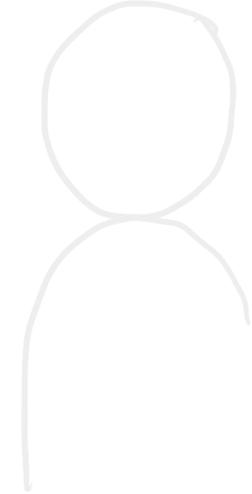


Change Agent Map

agileety.com/change-agent by @JordannGross
Based on Agile Coaching Competency
Framework by Lyssa Adkins

Name _____
Date _____



Personal Mastery

Teal / Agile / Lean / Change

Facilitating

Professional Coaching

Educating

Mentoring

Business Transformation

Organizational Transformation

Technical Transformation

Agile Team Facilitator

agileety.com/change-agent by @JordannGross
Based on Agile Coaching Competency
Framework by Lyssa Adkins

Name _____
Date _____

"Specific principles and practices that enables a person to learn,
create a personal vision, and view the world objectively."

- Peter M. Senge

Personal Mastery

Ability to learn and deeply understand basic transformation topics like Agile values and Lean principles.

Not only at the level of practices, but also at the level of the principles and values that underlie the practices enabling appropriate application as well as innovation.

Teal / Agile / Lean / Change

Facilitating

Ability to facilitate the individual's, team's, or organization's process of discovery, holding to their purpose and definition of success.

Professional Coaching

Ability to act as a coach, with the client's interest determining the direction, rather than the coach's expertise or opinion.

Educating

Ability to offer the right knowledge, at the right time, taught in the right way, so that individuals, teams and organizations ingest and use the knowledge for their best benefit.

Mentoring

Ability to impart one's experience, knowledge and guidance to help grow another in the same or similar knowledge domains.

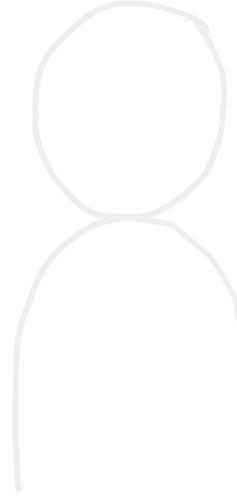
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Personal Mastery

Teal / Agile / Lean / Change

Professional
Coaching

Mentoring

Facilitating

Educating

Agile Coach

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Mentoring

Ability to impart one's experience, knowledge and guidance to help grow another in the same or similar knowledge domains.

Ability to learn and deeply understand basic transformation topics like Agile values and Lean principles, and later on also Teal organizations, Change management and more.
Not only at the level of practices, but also at the level of the principles and values that underlie the practices enabling appropriate application as well as innovation.

Teal / Agile / Lean / Change

Ability to apply business strategy and management frameworks, product innovation techniques, six sigma or other business process management approaches, and other techniques that relate to innovating products, processes or operations in the business domain.

Ability to facilitate, catalyze and (as appropriate) lead organizational change and transformation. This area draws on change management, organization culture, organization development, systems thinking, and other behavioral sciences.

Ability to get your hands dirty architecting, designing, coding, test engineering, or performing some other technical practice, with a focus on promoting technical craftsmanship through example and teaching-by-doing.

Mastery is often paired with Educating, Mentoring or Facilitating.

Mastery is frequently paired with Coaching and Facilitating, plus Educating in some instances.

Mastery is typically 'delivered' through Mentoring or Educating.

Business Transformation

Organizational Transformation

Technical Transformation

Agile Coach

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Personal Mastery

Teal / Agile / Lean / Change

Business Transformation

Organizational Transformation

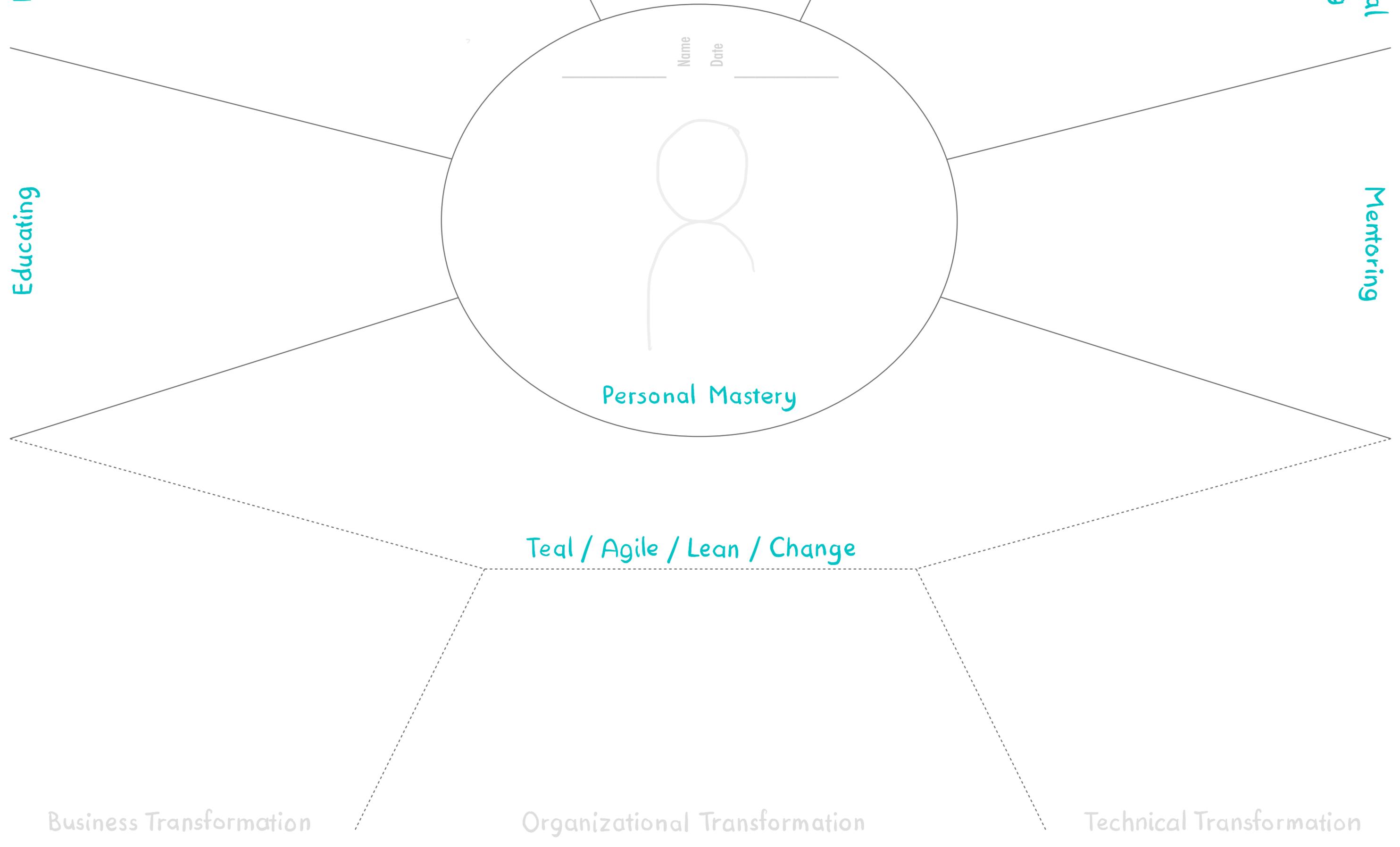
Technical Transformation

Facilitating

Educating

Professional Coaching

Mentoring



Enterprise Coach

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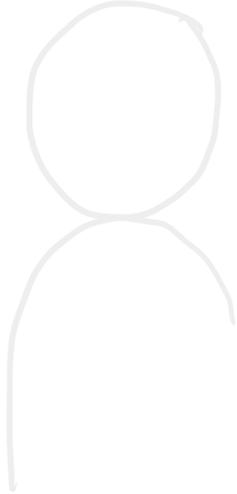
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Business Transformation

Enterprise Coach

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Personal Mastery

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Facilitating

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Business Transformation

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Personal Development Map

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Framework by Lyssa Adkins

Applying skills

Up here the focus is much more on soft skills which are related to what you're doing. They might be harder to describe as well as harder to develop. There will often be some hard skills backing up these soft skills.

Applying skills

Applying knowledge

On both sides of you are the core ways of applying your base knowledge. This is often a healthy combination of adding value with your hard skills. That value multiplies when you add the right soft skills to it.

This is you! :)

At the center of it all. This is where everything comes together. Investing in yourself is investing in all surrounding areas. If you're 'stuck' here, you will make little to no progress on the other parts. Keep an open mind to continuously improve, but don't be too hard on yourself!

Personal Mastery

Applying knowledge

Here is the ground you stand and build on. This is the base knowledge/training/mindset/etc that's needed for your type of work

Core knowledge

Down here are the deeper expertises of the core knowledge. This is mostly for senior professionals and leaders who are getting more specialized.

Deep expertise

Deep expertise

Deep expertise