Teal / Agile / Lean / Change

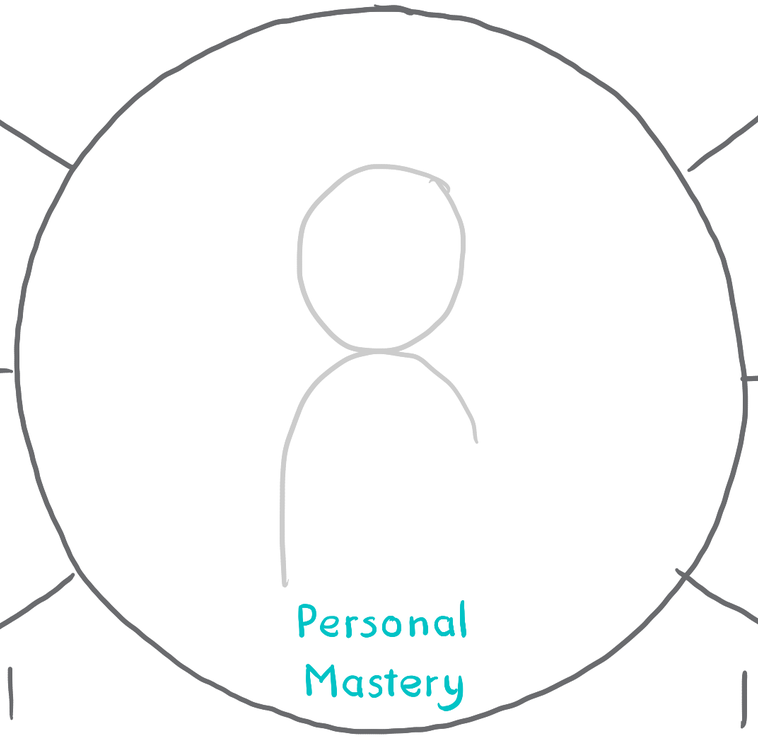
Based on Agile Coaching Competency Framework by Lyssa Adkins

Educating

Facilitating

Mentoring

Professional Coaching



Personal Mastery

Business Transformation

Organizational Transformation

Technical Transformation

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Date:

Agile Team Facilitator

Teal / Agile / Lean / Change

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Date:

Agile Coach

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Enterprise Coach

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Ability to learn and deeply understand basic transformation topics like Agile values and Lean principles, and later on also Teal organizations, Change frameworks 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.

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.

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

- Peter M. Senge

Personal Mastery

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.

Business Transformation is the 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.

Mastery is often paired with Educating, Mentoring or Facilitating.

Business Transformation

Organizational Transformation is the 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.

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

Organizational Transformation

Technical Transformation is the 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 typically 'delivered' through Mentoring or Educating.

Technical Transformation

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