

Reaktor

The Art of Coaching Agile Teams

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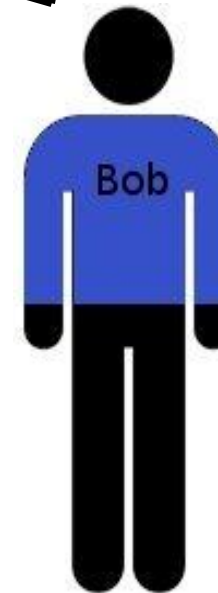
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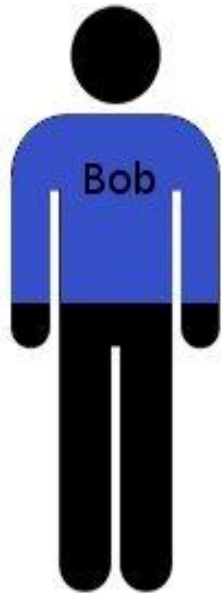
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I want to
introduce TDD

A speech bubble with a black outline and a tail pointing towards the person icon.

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Lure

Marry

Assure

Opt bonuses

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Later...



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Inside Software Product Factory Ltd...



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Lure	L	Laughing
Marry	M	My
Assure	A	A**
Opt bonuses	O	Off

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Change imposed from outside
No responsibility

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Sustainable change
comes from within

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Coach creates
awareness and responsibility

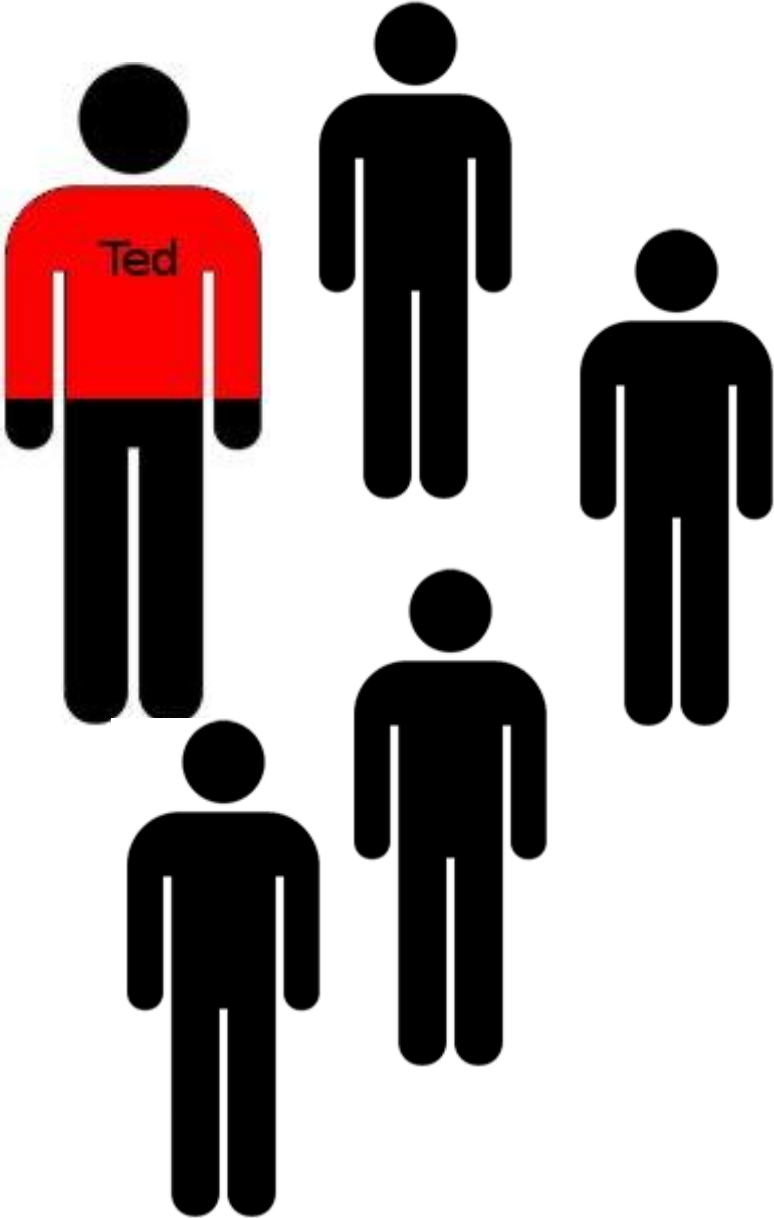
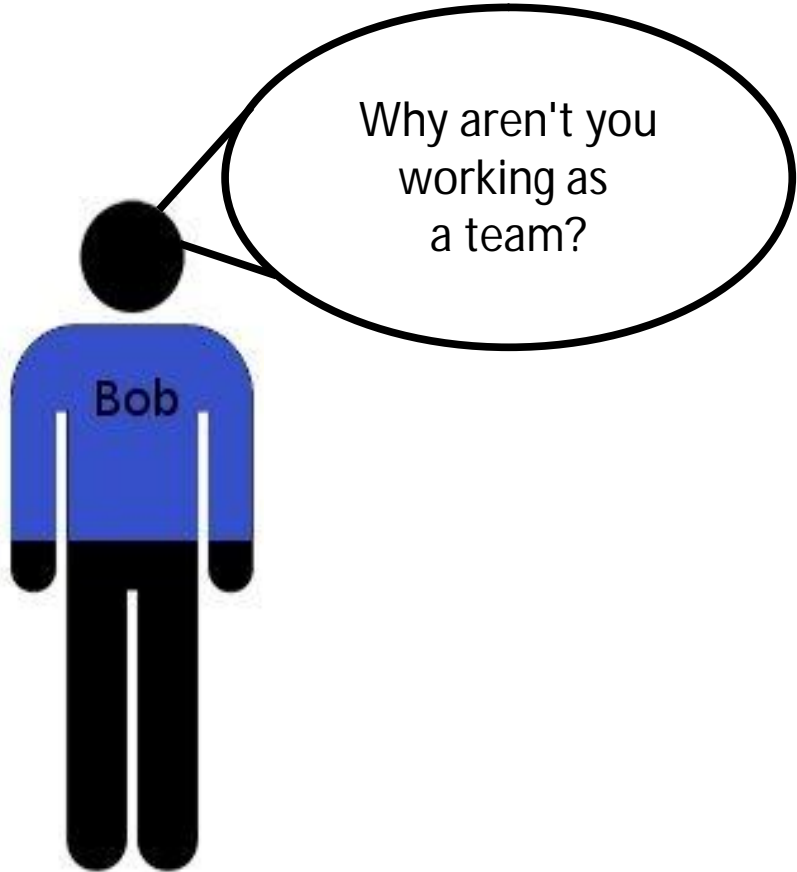
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Questions or answers?

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#1 Tool: Questions

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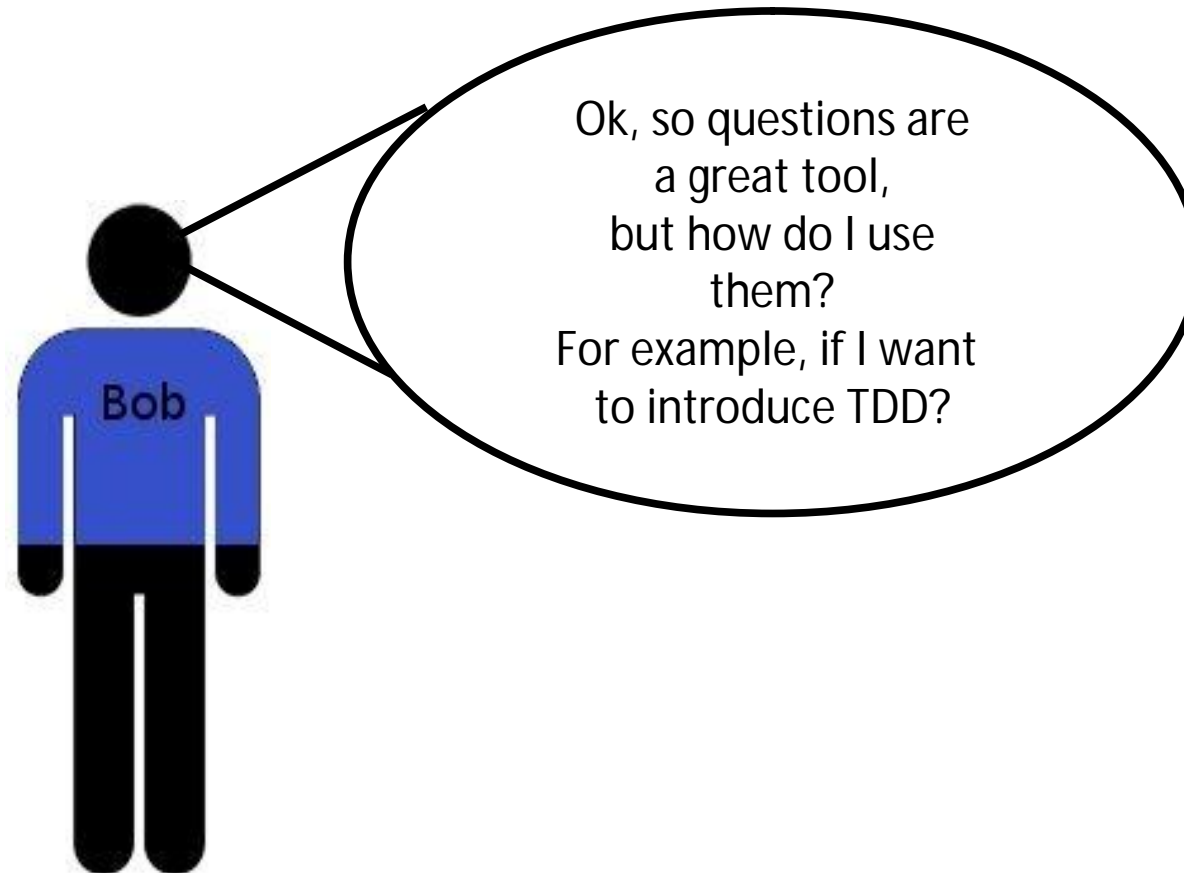
Good questions lead
to a path of exploration

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Good questions lead
to descriptive answers

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Structure for coaching sessions:

G R O W
O E P H
A A T A
L L I T
I O
T N
Y S

Discussing goal:

- Think about the ideal situation. What would it be like to change code?
- What would be the next step towards that ideal?

Discussing reality:

- Think about the previous change you made to the code. What things did you have to consider while coding?
- How did that feel?
- What were the factors that had an impact?

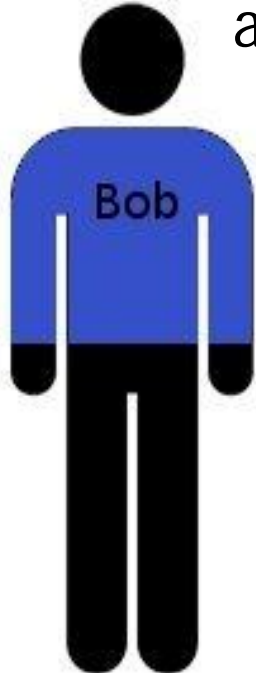
Discussing options:

- How would you solve this?
- If limitation X didn't exist, how would you solve this?
- If you would start again from scratch, how would you solve this?
- How would Chuck Norris solve this?

Discussing what:

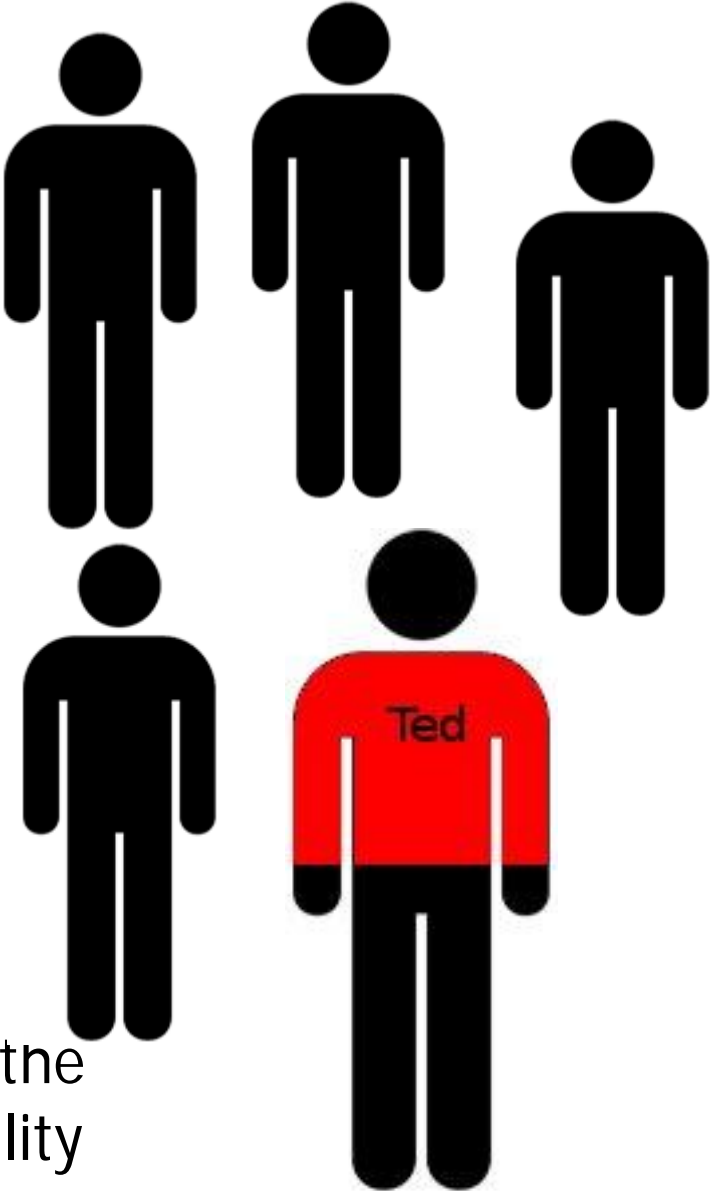
- What are you going to do?
- When?
- Are there obstacles in your way?
- What kind of support would you need?
- Rate on a 1-10 scale the degree of certainty that you will carry out the actions agreed?
- What prevents it from being 10?

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Bob creates awareness

GROW



Team has the responsibility

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Coach creates awareness
and responsibility

We want continuous,
sustainable change

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Coaching is a skill
that can be learned

Everyone is a coach



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Questions?

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Thank you

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