

# COACHING BEYOND THE TEAM

Esther Derby & Don Gray, May 2-4, Stockholm

**Welcome to an extended 3-days course with Esther Derby and Don Gray. During three days you will learn how to influence the organisation beyond the team.**

As agile coach, scrum master, consultant or leader in an organisation, your job includes helping people work more effectively - sometimes directly helping individuals and teams. But often, your work involves solving problem - and engaging other people to solve problems - people beyond your team. You may have no authority to insist those people to listen or do, yet manage and executives expect organisation-wide results from your activities.

Many executives see clearly how teams should change, but don't see how the environment or their own actions impact teams. Handing those executives an impediment list isn't a winning strategy.



## WHO IS THIS WORKSHOP FOR?

This course is meant for Scrum Masters, agile coaches, project managers and managers of agile teams. You'll learn techniques for understanding the real problem. New analysis tools will reveal the real company, which bears little resemblance to the chart hanging on the wall. Experiential exercises will make this part of your coaching DNA.

## IN THIS WORKSHOP YOU WILL LEARN

- how to center yourself, Enter the system and Turn the system towards better fit for function
- how to see the visible & invisible organisational structures which sustain the current pattern
- how problems extend into the organisation
- how to discover and show factors that affect the situation, and how they influence each other
- how to choose which actions to take first

## ABOUT ESTHER DERBY AND DON GRAY

Esther has spent the last twenty-five years helping companies design their environment, culture, and human dynamics for optimum success. She is the founder of the Scrum Alliance and the AYE Conference. She has written over 100 articles, and co-authored two books.

Don frequently speak at local and regional conferences as well as Agile Development Practices and the Agile 201x Conferences. You can find a number of his articles published at Better Software magazine and StickyMinds.com.



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## COURSE OBJECTIVES

Through simulations and small group activities we will explore common organisational patterns and dynamics. Through discussion and practice, you'll learn tools that will help you communicate the changes needed to unleash productivity.

You will learn the arc of a helping relationship – Center-Enter-Turn. You'll discover ways to establish credibility and rapport to influence and coach beyond the team. You'll learn how to use a range of diagramming and thinking techniques to create understanding, and share data in a way that enables others to engage and take action.

## THIS WORKSHOP WILL COVER

### 1. Laying the Groundwork

- Workshop Philosophy
- Forming a learning community

### 2. Entering Groups

- Activity / Debrief
- Analysis tools
  - The language of change
  - Change Artist roles
  - Creating Client Connection

### 3. Shape of the Problem

- Finding Factors
- Influence Diagrams
- Other diagrams (as time permits)

### 4. Organization Dynamics

- Activity / Debrief
- Human Systems Dynamics
  - Containers
  - Differences
  - Exchanges
- Subjective Impact Analysis
- Experiments

### 5. After the workshop

- Resources
- Staying Connected
- Continual Learning

## WHAT PEOPLE SAY ABOUT THIS WORKSHOP

*"Pure gold!"*

Paul Sutton @FragileAgile

*"Highly interactive and engaging activities followed by thought-provoking conversations."*

Andrew Saeman, Senior Agile Consultant at Centare

*"This is an exciting, eye-opening workshop that provided creative and innovative techniques for coaching teams while assisting participants in developing their Agile network."*

Kathleen Kannan

*"This course is about helping individuals, teams, and organizations become more effective. The exercises and discussion with students and instructors let you personalize the material."*

Sellers Smith Dir, Quality Assurance

*"Excellent for expanding your tool box. Lots of practical experience with using the models and tools."*

Cliff Hazell, Coach

MORE INFORMATION AT [KURS.CITERUS.SE](https://kurs.citerus.se)

**C I T E R U S**

Utvecklar människor och mjukvara