

Coaching & Scaling Agility



Outline

What is Coaching?

Coaching Large Projects

Variations on Practices

Coaching Large Distributed Communities

What is Coaching?

Put Simply, Coaching is ...

... helping plan products

... helping with iterative delivery

... helping tune and improve

... helping to build community

Guiding People from How to Why

Evolve

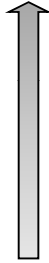
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Improvise

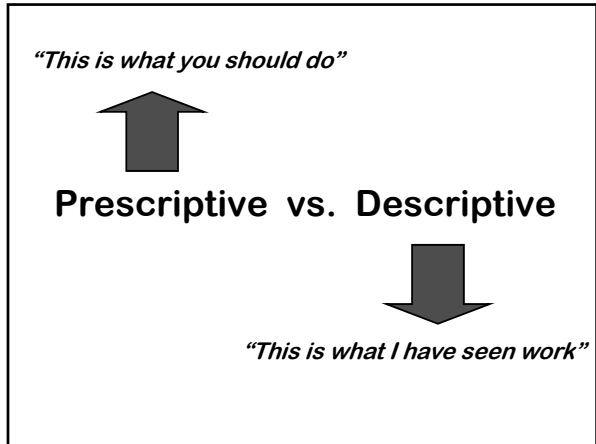
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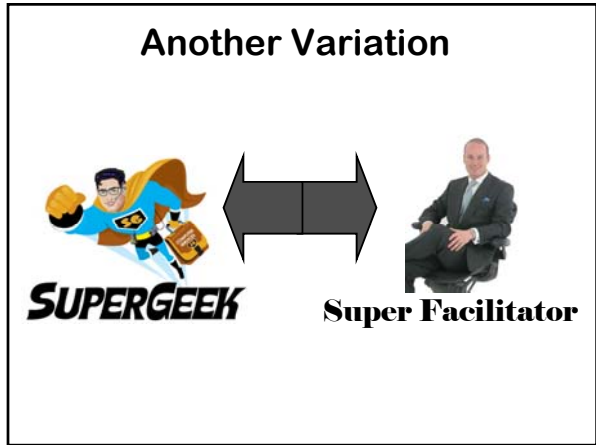
Practice

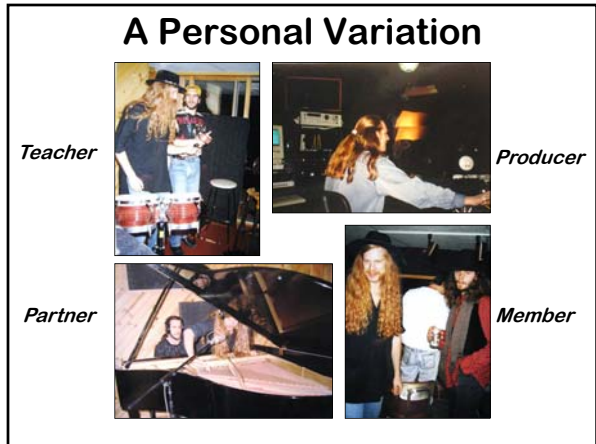
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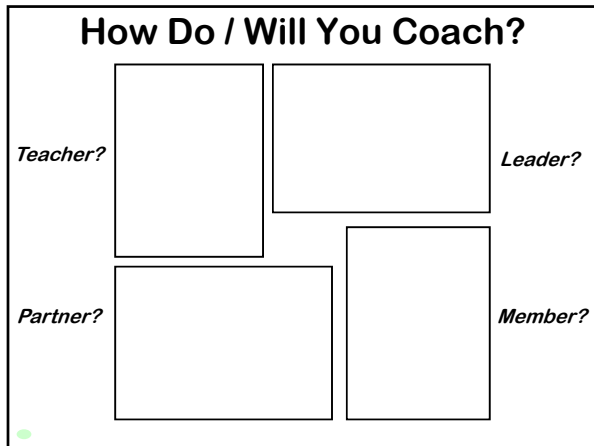


Coaching gigs vary greatly,
so do coaching styles ...







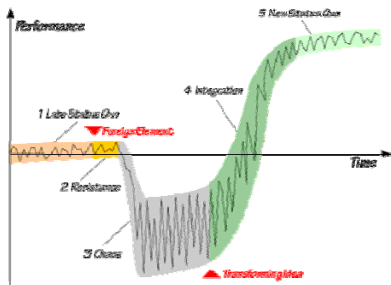


**Coaching
Large
Communities**

There is no recipe!

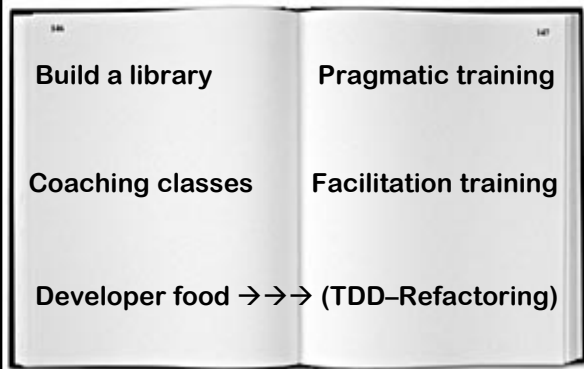
Each community is unique

Coaching Respectful Change



Change must happen *with* people and not *to* them

Provide Real Education



Mine Common Goals



Build Collective Groove

**Scaling
Core
Practices**

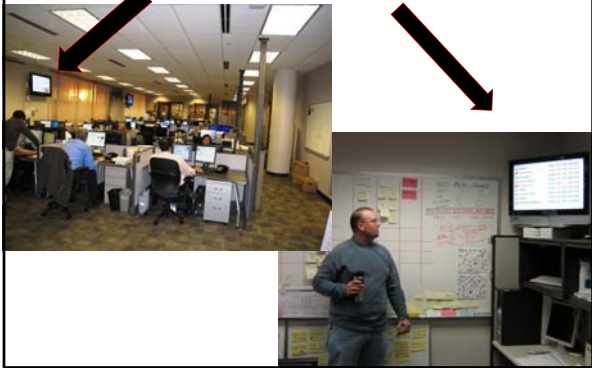
**Create
Pragmatic
Product
Roadmaps**



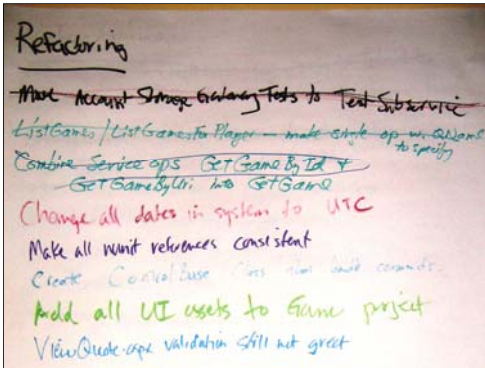
Pair Beyond Programming



Radiate Information



Make Issues Visible



Promote Improvisation



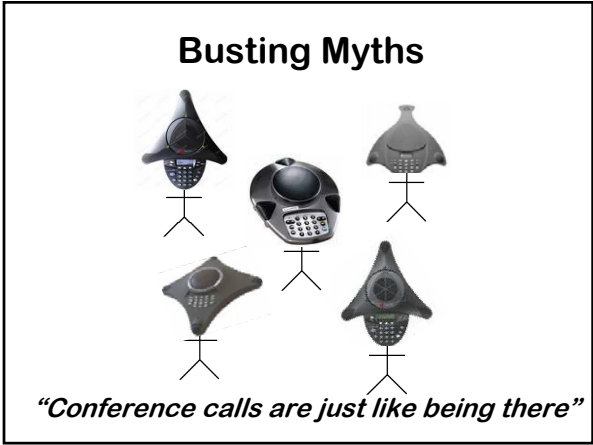
**Many teams,
many products**

**Many teams,
one product**

Working Cross Cutting Concerns



Coaching
Large
Distributed
Communities





Creating Living Specifications



“executable requirements”

Questions?

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Developing And Coaching Agility

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