

## COURSE OUTLINE

# Enterprise Agile Coaching (ICP-ENT) Certification

**Course Duration:** 2 Days

### Course Description:

In ICP-ENT, the learning objectives explore the leadership, structural, cultural, and process perspectives of enterprise agility so that you come away from the course with a good idea of how to design an organization with agility in mind. Indeed, this certification is the nuts and bolts of extending agility to the whole enterprise.

### Course Objective:

- Comprehending agility in business.
- Learning team emotional intelligence.
- Building Agile Team culture.
- Influencing Leadership and Organization Culture.
- Quantifying performance and governance.
- Developing an Agile mindset.
- Creating Agile Frameworks for scaling.
- Start Lean thinking and develop principles and tools.
- Executive coaching, mentoring, facilitating for leadership development.
- Viability in the health of an agile enterprise.
- Helping organizations to be responsive and value driven.
- Organizational changes needed to be sustainable and successful

### Target Audience:

- Agile Coaches and Scrum Masters
- Organization Development consultants
- Transformation leads – someone designated to explore the people & structural aspects of an agile transformation.
- Senior and middle management

### Course Outline:

- **Business Agility:** Organizational flexibility to achieve purpose in any future conditions.
- **Systems and Complexity Theory:** Understanding organizational and human systems using models like Cynefin and Complex Adaptive Systems.
- **Enterprise Agile Coaching Skills:** Enabling business agility through coaching at an enterprise level.
- **Ethical Considerations of Enterprise Agile Coaching:** Addressing ethical boundaries and the Agile Alliance Code of Ethics in coaching.
- **Organization Systems Entry:** Creating shared understanding and goals for Enterprise Agile Coaching.
- **Scaling Agile Frameworks for the Organization:** Coaching on scaling agile processes with benefits and risks.
- **Awareness of Organizational Structure and Design:** Understanding organizational design principles for agility.
- **Business Processes and Improvements:** Coaching adaptive business processes for better performance.
- **Business Performance Measurements with Agility in Mind:** Applying adaptive measurement techniques for organizational success.
- **Systems Coaching complements Enterprise Agile Coaching:** Leveraging systems coaching skills for unlocking organizational potential.
- **Consulting vs. Professional Coaching:** Understanding the value and distinction between consulting and coaching.
- **Boundary Spanning Facilitation Considerations:** Facilitating collaboration across various boundaries in the organization.
- **Boundary Spanning Facilitation Techniques:** Using techniques and tools to facilitate collaboration and diverse viewpoints

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## COURSE OUTLINE

# Coaching Agile Transformations (ICP CAT) Training Curriculum

**Course Duration: 2 Days**

### Course Description:

The Coaching Agile Transformations (ICP-CAT) is the second of two knowledge-based certifications on the Enterprise Agile Coaching Track. This certification focuses on Agile Transformations, explores the core elements of an agile transformation, and links the core enterprise coaching competencies in a way that empowers coaches to act as agents of change in organizations.

### Course Objective:

- Core elements of an Agile Transformation.
- Field of Enterprise Coaching.
- Personal and Professional Mastery.
- Creating a case for change.
- Meeting organizing tools.
- Organizational Systems Entry.
- Organization Assessments.
- Communicating at the Organization Level.
- Educating at the Organization Level.
- Facilitating at the Organization Level.
- Large Group Facilitation Methods.
- Co-Creation of Strategy.
- Organizational Change Process.

### Target Audience:

Coaching Agile Transformations (ICP-CAT) Certification Training program is most suitable for the leadership team, senior management, change agent, agile coaches, and scrum masters. And also,

- Team coaches
- Multi-team coaches
- Enterprise Agile Coaches
- Leadership Teams
- Senior Managers
- Anyone who is managing a team in an organization moving towards agility

### Course Outline:

#### EXPLORING LEADERSHIP AND CULTURE

- LEADERSHIP STYLES AND ORGANIZATIONAL CULTURE
  - Enterprise Agile Coaching Skills
  - Leadership Styles and Development
- ORGANIZATIONAL CULTURE AND ALIGNMENT
  - Organizational Culture Models
  - Approaches to Culture Assessment

#### CHANGE PROCESSES AND STRATEGIES

- ORGANIZATION AND HUMAN CHANGE PROCESSES
  - Business Case for Change
  - Human Change Process
  - Organizational Change Process
  - Bringing an Agile Mindset to Change
- AGILE TRANSITION AND TRANSFORMATION CHANGE STRATEGIES
  - Organizational Assessments
  - Strategy and Contract for Change
  - Organizational Impediments to Change
  - Communicating at an Organizational Level

#### COACHING THROUGH CHANGE

- COACHING AND ADVISING LEADERS
  - Enterprise Agile Coaching "Contract"
  - Professional Coaching
  - Trusted Advisor
  - Engaging Leadership in Conversation about Culture
- SELF-MASTERY, PROFESSIONAL DEVELOPMENT, AND ETHICS
  - Learning Journeys and Professional Development
  - Personal and Professional Mastery
  - Ethical Considerations of Enterprise Agile Coaching

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