

Coaching Agile Transformations (ICP-CAT)

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.

Target Audience:

Coaching Agile Transformations (ICP-CAT) Certification Training program suits the leadership team, senior management, change agents, 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 toward agility

Course Objectives:

- 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 organizational level
- Educating at the organizational level
- Facilitating at the organization Level
- Large group facilitation methods
- Co-creation of strategy
- Organizational change process

Course Outlines:

Leadership Styles and Organizational Culture

- In this module, participants learn how Enterprise Agile Coaching works at an organizational level, beyond teams and departments. They explore how to view the whole system, align agility with business vision, and support transformation in complex environments. The module also covers leadership styles, leadership maturity, and development approaches. Participants understand how leadership behavior, culture, and growth models influence organizational agility and how coaches can enable change at scale.

Organizational Culture and Alignment

- In this module, participants learn how organizational culture shapes behavior, decisions, and ways of working during Agile transformations. They explore well-known culture models to recognize visible and invisible patterns, values, and norms within organizations. The module also covers practical approaches to assessing culture and its alignment with Agile values. Participants learn how to identify strengths in the current culture, address limiting patterns, and guide organizations toward a desired future state.

Organization and Human Change Processes

- In this module, participants learn how to drive meaningful organizational change by linking agility to clear business goals and vision. They explore how to build a strong business case for change with active business involvement. The module covers human change processes, helping individuals adapt emotionally and behaviorally to change. Participants also study organizational change models and learn how to apply an Agile mindset to create continuous, collaborative, and sustainable change across the organization.

Agile Transition and Transformation Change Strategies

- In this module, participants learn how to design and guide Agile transitions at an organizational level. They explore how to conduct effective organizational assessments to understand the current state across culture, structure, leadership, and readiness for change. The module covers building a clear change strategy and contract using Agile principles such as collaboration, transparency, and incremental progress. Participants also learn to identify and address organizational impediments and support clear, two-way communication that helps people understand the "why," envision the future, and stay engaged throughout the change.

Coaching and Advising Leaders

- In this module, participants learn how to coach and advise leaders at an enterprise level. They explore how to create clear coaching agreements that set expectations, boundaries, and shared responsibilities. The module builds professional coaching skills for leading full coaching conversations and knowing when to involve other experts. Participants also learn how to become trusted advisors by building credibility and deep listening. Finally, they practice engaging leaders in meaningful conversations about culture, subcultures, and their role in shaping business agility.

Self-Mastery, Professional Development, and Ethics

- In this module, participants learn how enterprise agile coaches grow themselves while supporting learning across the organization. They explore how to partner with HR, L&D, and leaders to design learning journeys that support business agility. The module emphasizes personal and professional mastery, helping coaches understand their own limits, build emotional and leadership maturity, and commit to continuous self-development. Participants also examine ethical considerations in enterprise coaching, clarify personal boundaries, and gain awareness of ethical guidelines such as the Agile Alliance Code of Ethics.

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