

ICAgile Certified Expert AGILE COACHING

The *ICAgile Certified Expert in Agile Coaching* (ICE-AC) is an industry-leading designation representing an advanced standard for disciplinary capability. This competency-based certification is the culmination of ICAgile's *Agile Team Coaching* Learning Track, building upon the knowledge-based certifications in *Agile Team Facilitation* and *Agile Coaching*.

This document outlines the competencies required of candidates pursuing ICE-AC certification. These competencies were developed by international thought leaders at the fore of agile learning, depicting the rigor and breadth of practical skills required to be an effective practitioner in the discipline of Agile Team Coaching.

Individuals can earn the ICE-AC by successfully completing an Accredited Expert Program (AEP). These intensive programs – offered by leaders in the domain of Agile Team Coaching – guide qualified candidates on a journey to build competence over time alongside a cohort of peers. Vetted for quality, each Accredited Expert Program enables candidates to sharpen competencies in a real-world setting with ongoing feedback from program leaders and fellow candidates. **To learn more and find an Accredited Expert Program, visit icagile.com.**



EXPERT COMPETENCIES

1. AGILE TEAM COACH AS FACILITATOR

1.1. Designing for the Session

Candidate's ability to design an effective customized session to maximize participation and progress towards the group's agreed upon outcomes.

1.2. Holding the Facilitator Stance

Candidate's ability to demonstrate neutrality and hold the group's agenda throughout the meeting.

2. AGILE TEAM COACH AS PROFESSIONAL COACH

2.1. Holding the Coaching Stance

Candidate's ability to remain present with the coachee using professional coaching listening skills and to avoid giving advice / relating to coach's own personal experience.

2.2. Coaching the Conversation

Candidate's ability to follow the arc of the professional coaching conversation and stay focused on coaching the coachee and not the coachee's problem or issue.

3. AGILE TEAM COACH AS MENTOR

3.1. Coaching the Mentoring Conversation

Candidate's ability to remain fully present with the mentee and follow the arc of the mentoring conversation.

3.2. Mentoring without Attachment

Candidate's ability to provide relevant options leaving all choices with the mentee.



4. AGILE TEAM COACH AS TEACHER

4.1. Designing the Lesson

Candidate's ability to create an original lesson plan that brings in multiple modalities and creates an environment where learning is possible.

4.2. Holding the Teaching Stance

Candidate's ability to relay a new concept or technique in a meaningful way that confirms the learners' understanding and focuses on the learner rather than the content.

5. AGILE TEAM COACHING

5.1. Coaching Stances

Candidate's ability to choose the stance appropriate to the situation at hand (i.e. choosing and shifting among coaching, facilitating, mentoring, and teaching).

5.2. Coaching Leadership

Candidate's ability to hold space for an agile team to deepen its learning and reach desired outcomes, including when to directly lead the team versus giving them space to decide on their own.

5.3. Team Development

Candidate's ability to develop teams while effectively dealing with complex situations (i.e. conflict, resistance, lack of commitment, etc.).

