

AGILE COACH REFERENCE CARD

What Is an Agile Coach?

An **Agile Coach** is an **organizational change facilitator** who helps teams, leaders, and organizations adopt, scale, and optimize agile frameworks and principles. Their goal is to enhance agility, foster collaboration, and support the development of a sustainable agile culture.

Key responsibilities of the Agile Coach

- **Guide the implementation of agile methodologies** (Scrum, Kanban, SAFe, etc.).
- **Train and mentor agile teams**, Scrum Masters, and Product Owners.
- **Support organizational-level agile transformation.**
- **Identify and remove cultural or structural barriers.**
- **Promote continuous improvement**, experimentation, and learning.
- **Align agile practices** with the organization's strategic goals.

Essential skills of an Agile Coach

- **Communication and active listening.**
- **Servant leadership** and empathy.
- **In-depth knowledge** of agile and lean frameworks.
- **Facilitation and conflict** resolution skills.
- **Continuous learning mindset** and coaching expertise.
- **Ability to influence and collaborate** at all organizational levels.

Types of Agile Coaches

- **Team Coach:** Focuses on hands-on coaching of agile teams.
- **Enterprise Coach:** Works at the organizational level to align structure, culture, and strategy.
- **Technical Coach:** Supports agile development practices such as TDD, CI/CD, DevOps, etc.
- **Leadership Coach:** Helps leaders develop an agile mindset.

Common tools and practices

- Retrospectives, Lean Coffee sessions, and feedback loops.
- OKRs and agile metrics for strategic alignment.
- Team canvases and value stream mapping.
- Agile roadmaps and adaptive planning.
- 1:1 coaching, group sessions, and training workshops.