Topic Title: Path from Scrum Master to Agile Coach

Initiator: Darlene Pike

SUMMARY HIGHLIGHTS:

- Coaching is not the same a scrum master, even though the scrum master wears a coaching hat
  - Being a coach, vs. coaching stance
- Coach provides help at a higher level

- A coach brings out knowledge inherent in the team

- A scrum master's "next steps" depends on where his/her passions lie… Not the same for everyone

- Solutions IQ Podcast: 9 things that wildly successful agile coaches do
  https://www.solutionsiq.com/resource/agile-amped-podcast/9-things-wildly-successful-agile-coaches-do/

Resources
Coaching Agile Teams by Lyssa Adkins
https://www.lyssaadkins.com/coaching-agile-teams-book/

North American Agile Coaching Circle
https://www.eventbrite.com/e/european-agile-coaching-circle-tickets-104425972896?aff=ebdssbonlinesearch

Suggestions
- Find a mentor!
  - Mentor tells you HOW to do something
- Get a coach…
  - Coach helps you uncover what you already know / how to grow

How? Observe whomever has influence within your organization

Life coach vs. consultant coach?

Consider those who have dissenting ideas, which might complement your point of view, help you grow

Create your future:
- Look ahead, where agile coaching might go in the future (*as opposed to where it appears to be now*)
- Write your own story

Topic Title: Why do Agile Transformations Fail?

Initiator: Om Patel (Clearly Agile)

SUMMARY HIGHLIGHTS:

Explore why so many agile transformation efforts fail and what can we do to improve our chances of success?

Below points will be used as a pacer for the discussion.

Some salient things to think about

- ❏ Accenture - 16% increase in EBITDA for agile companies vs. not agile
- ❏ Hardest thing to do but extremely worthwhile… if you succeed!
- ❏ Is your org. culture ready?
- ❏ Culture = Org. structure + Policies + People
- ❏ Is there leadership buy-in and commitment?
- ❏ 3 stages of transformation
    - ❖ Teams
    - ❖ Departments
    - ❖ Organization as a whole

Looking beyond just IT/software development

- ❏ Early wins – IT & Operations departments
- ❏ Primary focus on ALM tooling
- ❏ Ambivalent leadership commitment
- ❏ Unrealistic expectations – are we there yet?
- ❏ Manic middle managers – not experienced transformation @ work
- ❏ Traditional org. practices – budgeting, performance reviews, rewards

- ❏ What about other domains? HR, Sales, etc.
- ❏ Innovate, not imitate