Agile Coach Competency Matrix

by Craig Smith & Adrian Smith

Name:_____

Date: _____

	Beginner	Practitioner	Advanced	Expert	Master
Agile Knowledge	• Aware of principles and practices • Participated in an Agile project	• Understand the principles and practices • Actively working in and improving an Agile project	• Can setup and lead an Agile project • Experience as an Iteration Manager / Scrum Master	• Fully understand principles and practices and can adapt to suit project environments • Significant Agile project experience in varied environments	• Have presented at several conferences or have written a book • Well recognised with the industry and maintain pubic presence
My Progress →					
Technical Skillset	• Work in a team using core skills (BA, Dev, Tester, PM)	• Lead of a discipline within a team • Establish standard of practice and quality within a team	• Remains current with best-practice and industry trends in relevant discipline • Aware of standards of practices within other disciplines	• Creates new techniques, practices and tools within discipline • Recognised by peers as a technical expert in relevant discipline	• Recognised in industry • Creating and publishing new techniques
My Progress →					
Business Experience	• Clear understanding of the business I am supporting, the operating environment and the market	• Comfortable discussing business process and objectives • Understand factors influencing business success	• Understand market trends and are able to provide advice on strategy • Sort after for business advice and analysis of impacts.	• Understand risk, financial and strategic elements that impact a business • Experience running a business unit	• Have run a successful business • Sort after to advise on running business
My Progress →					
Facilitation Skills	• Comfortable working with and leading a group • Adhoc facilitation of Agile team ceremonies	• Experienced in facilitating group discussion of complex issues • Leads the facilitation of Agile team ceremonies	• Leads multi-day workshops and planning events for large or newly formed teams	• Facilitates sessions involving complex people issues • Facilitates sessions involving multiple stakeholders and conflicting priorities	• Facilitates senior executive sessions and/or large groups of people
My Progress →					
Training Skills	• Enjoy helping other learn • Supports learning initiatives within the team environment	• Have limited experience delivering training to small teams	• Comfortable delivering training to larger groups • Participate in developing and updating training content	• Significant training experience across multiple courses types • Have written and delivered multiple courses • Comfortable piloting and delivering new course content	• Recognised and sought after as a trainer • Have trained a number of other trainers
My Progress →					
Coaching Skills	• Understand the role an d difference between coach, mentor and advisor.	• I provide adhoc coaching within current team	• Recognised as a coach and am able to follow a simple coaching model for helping people to resolve their own problems	• Adapt coaching style to suit situation, team and staff level. • Comfortable coaching executive staff	• Recognised and sort after as a coach not only in Agile but in other areas of work and life • Capable of coaching C-level executives
My Progress →					