Ram Bathija

Beyond technology, technical processes or behavior coaching

My Coaching Model

1. **Establish priorities** like strategic objectives, initiatives, product and projects roadmaps
2. **Alignment** with coaches, scrum masters, team facilitators and agile leadership
3. **Familiarize** with organization, stakeholders, business and the market the Org is in
4. **Build Alliances** with the 4 pillars **P**roduct **O**wner, **D**elivery **M**anager, **S**oftware **E**ngineering and **T**eam **L**eads
5. **Plan Do Check Act - PDCA** with tools like canvases, health checks and metrics
6. **Done** with the 360 feedback surveys and retrospective for the engagement

My Output

♦ Refactoring authority distribution.

♦ Facilitate collaboration and effective communication.

♦ Train and coach on Clear understanding of the Agile Values, Principles, Practices and Scrum Framwork .

♦ Coach teams to deliver value through quality, deliver incremental value in small pieces.

♦ Facilitate scrum ceremonies and meetings as a servant leader, using POWER (Purpose, Objective, WIIFM, Engagement and Roles and Responsibilities).

♦ Mentor and champion agile values and infuse them across the organization.

♦ Lead stimulating and energizing learning experience so that individuals, teams and organizations metabolize the knowledge for their best benefit.

♦ Swiftly recognize, seek out and defuse conflicts, using the opportunities for building trust.

♦ Build relationships across disparate teams, via negotiation and influencing skills.

My Outcome

♦ Strong, highly effective, self-organizing long lasting teams with autonomy and purpose.

♦ Business Agility and organizational transformation

♦ Leadership transformation to Agile Coaches. (leader as a coach)

My Impact

♦ Agility embodiment across organization, Think Big, Work Small, Fail Fast and Learn Quickly mindset, to reduce Risk and increase business Value.

♦ Clarity on the Vision, Mission, Values and Practices of the organization for improved visibility.

♦ Accelerated product delivery by Release Ready Code Complete Deliverables

♦ Purpose confirmation for the Organization, Team and Product for Quality enhancement

♦ Clarity between Culture, People and Process and its importance for Alignment.

♦ Trust, Respect and Empathy on all levels of organization to increase Motivation.

♦ Scrum, Kanban, XP practices fine-tuned and understood for better predictability.

♦ Continuous Improvement in Action at a sustainable pace creating high team morale.

♦ Transformation success, Value for the organization and Sense of achievement for the teams.

Doing Vs Being Agile

Agile is a Mindset of Attitudes, Culture, Leadership....

Defined by 4 values - The Being side of Agile

Guided by 12 Principles - The Understanding side of Agile

Manifested through Many Practices - The Doing side of Agile

Supported by Many Tools – The Management side of Agile

Processes and Practices only support the values and principles, they don't make teams Agile.

www.RamBathija.com
Credit: Inspired by Lean, Agile, Scrum Leaders and Coaches