

# Ram Bathija

Beyond technology, technical processes or behavior coaching

## My Coaching Model

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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 **Product Owner, Delivery Manager, Software Engineering and Team Leads**
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

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- ◆ Refactoring authority distribution.
- ◆ Facilitate collaboration and effective communication.
- ◆ Train and coach on Clear understanding of the Agile Values, Principles, Practices and Scrum Framework .
- ◆ 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

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- ◆ 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

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- ◆ 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

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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](http://www.RamBathija.com)

Credit: Inspired by Lean, Agile, Scrum Leaders and Coaches