

Agile Coaches Connected – 7 ways we share knowledge and learn together

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By Sebastian Radics

This time I share insights from our team of Agile Coaches and explain the way we learn together, exchange information and knowledge in 7 different formats. Have fun trying it in your environment too.

#1 Agile daily (daily 15')



Lets start simple, with what we all know (but maybe not all use yet).

In our team of Agile Coaches we use our Agile Daily to sync on our daily plans, important topics to share from the teams and check for possible visits in ceremonies.

Each coach shortly expresses highlights from the day before, highlights for today and asks for help to remove blockers or support on topics.

A parking lot get's filled during the Daily with questions raised by the highlight overview.

After everyone finished their short overview we use the remaining daily time to answer the questions (in smaller rounds and for all interested).

#2 Huddle (weekly 75')

Our weekly huddle is the major sync point to address organizational topics (e.g. initiatives the team is starting like for example our facilitation workshop, synching on questions regarding Agile).



The short version

Maximum 15' per topic, longer topics will be addressed in smaller groups that are composed during the huddle.

Every topic gets pitched before and everyone votes on topics to discuss (this way we keep the huddle efficient and focussed on the most important topics).

I recommend reading the [detailed description of the huddle format](#) to get more insights on the format of the huddle.

#3 Agile retrospective (monthly 90')



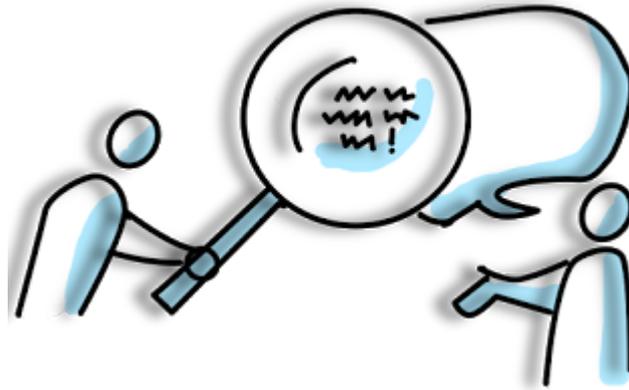
Once a month we celebrate our Agile retrospective.

For us too an important meeting to continuously improve the way we work as a team. We rotate the facilitator role among our team members.

It's a great opportunity for the facilitator to try new exercises and have a feedback from the most critical group she can get 😊

#4 Coaching Dojo (a 60' slot every two weeks)

Having two professional coaches in our team is a great gift to solve problems.



In our coaching dojo our coaches help us to spread the knowledge regarding coaching.

The format roughly looks like this

Mostly we start with a theoretical lesson about coaching and clarifications on that topic, followed by a practical coaching session where one team member provides a case – being the coachee.

Three team members take the coach role for a defined period of time (10' per coach) and the remaining team members act as observers of the coaching sessions.

The coaches work with the coachee and add on top of each other. All observers watch the session with special focus on body language, mimics and gestures, timing and practices applied by the coach.

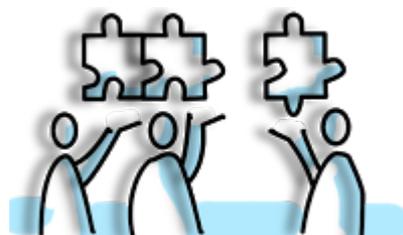
After the coaching sessions all observers start a feedback talk among each other. They explain their observations and share what went well and what can be improved.

Our experienced coaches support a lot by sharing their experience too.

In addition I recommend to read – [Coaching and its importance for agile environments](#) – an interview with [Stefan Nowaczynski](#).

#5 Game and exercise sharing lab (a 60' slot every two weeks)

Let's share experiences of games and practices we're using. That's that background of our sharing



labs. Someone introduces a new game, exercise, practice and all can learn more about it, ask questions and add their opinions.

This way we amplify learning in our team.

Recently I described e.g. the Let the team draw it format to be used in retrospectives – a concrete learning from our sharing lab. Last session we used to get a common picture about Scrumban.

#6 Cooperative case advises (on demand)

Someone got stuck with a problem or just needs the group's advise ... time to make the call for a cooperative case advise session.

3 coaches join a session – arranged with high priority – and help the team member solving her problem.

The format roughly works like this

The problem is shortly presented to the 3 consultants.

All consultants ask questions to get a deeper understanding about the problem and circumstances.



The person with the question leaves the room for 15' and the group of consultants discusses possible solutions and prepares a proposal.

The consultants present their proposal, questions for clarification are asked by the team member having the problem.

No comments, no feedback – just take the proposal as a possible way to solve the problem – that's it.

#7 Visits



Everyone tries to visit other team members in their ceremonies (daily, planning, retrospective, review,...) and provides feedback and observations.

A simple but really useful way to address blind spots and method laziness among each other.

You finished reading the 7 ways we share and learn together and I hope you enjoyed it ... did you find new ways to share knowledge and exchange information in your team?

Maybe you use different formats?

I'm honored if you share your learnings and experience by taking your time to leave a comment 😊