# ICAgile Enterprise Agile Coaching (ICP-ENT) Training

Duration: **2 Day**

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## Overview

The ICAgile Enterprise Agile Coaching (ICP-ENT) course is designed for experienced agilists and transformation leaders who want to develop enterprise-level coaching capabilities. This program enables participants to move beyond team-level practices and influence entire organizational systems.

Participants learn how to diagnose structural and cultural constraints, shape conditions for agility, and design interventions that drive measurable improvements in flow and outcomes. The course combines systems thinking, large-scale facilitation techniques, and real-world scenarios to build practical expertise.

## Prerequisites

Participants should have:

- Experience with Agile delivery or transformation initiatives
- Familiarity with team-level coaching or facilitation
- Interest in systems thinking, leadership, and organizational design

No prior enterprise coaching experience is required.

## Who Should Attend

This course is suitable for:

- Agile Coaches and Enterprise Coaches
- Scrum Masters expanding to enterprise scope
- Transformation and change leaders
- Product, technology, and delivery leaders
- PMO and organizational design professionals
- Consultants and internal change agents

## What You Will Learn

By the end of this course, participants will be able to:

- Diagnose enterprise systems using patterns and feedback loops
- Apply decision-making approaches using the Cynefin framework
- Identify structural constraints affecting flow and governance
- Work with leadership to shape organizational conditions
- Facilitate alignment across enterprise-level systems
- Design safe-to-try experiments for change
- Maintain ethical coaching practices

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## Outline

### Introduction

- Course objectives and structure
- What enterprise coaching is and is not
- Creating leverage in complex systems

### Module 1: Systems Thinking

- Organizations as living systems
- Patterns, structures, and feedback loops
- Limits of team-focused Agile

### Module 2: Complexity and Decision Making

- Complexity theory
- Cynefin framework
- Context-based decision making

### Module 3: Structural Agility and Flow

- Structure vs strategy
- Flow as a system outcome
- Scaling vs composability
- AI impact on systems

### Module 4: Leadership and Culture

- Leadership influence
- Cultural signals
- Leadership anti-patterns

### Module 5: Coaching Stances

- Coaching stance models
- Ethical decision-making

### Module 6: Facilitation and Entry

- Entering complex systems
- Contracting and expectations
- Ethical boundaries

### Module 7: Enterprise Facilitation

- Large-scale facilitation techniques
- Open Space, Appreciative Inquiry
- Decision-making at scale

### Module 8: Integration

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- Combining system, culture, and leadership
- Pattern recognition
- Personal coaching approach

### Module 9: Wrap-Up

- Key takeaways
- Action planning
- Next steps