

## SUMMARY OF EXPECTATIONS

	CTC	CEC
<b>Prerequisite Experience</b>	Active CSP (of any type)	Active CSP (of any type)
	1,000 hours in the past 2 years COACHING	2,000 hours in last 3 years COACHING
<b>Diversity of Experience</b> with different types & sizes of organizations	Team level: First to second level management	Enterprise level: Executive level X-functional - other areas of the organization, not just development
	Development function	
	Team level transformational success across multiple teams	Actual success in transformation of multiple functions, business divisions or enterprises
	Coaching career shows a journey of growth	Coaching career shows a journey of growth
		Diversity of organizations (industry, size...)
		Diversity of initial engagement approach
<b>Coaching Mindset</b>	Client is naturally creative and resourceful and whole. Therefore they have the means to solve their own challenges.	Client is naturally creative and resourceful and whole. Therefore they have the means to solve their own challenges.
	Understands the difference of Content vs. Process and is learning when to move between stances. <b>(Process: professional coaching, facilitation; Content: mentoring, training, consulting)</b>	Understands the difference of Content vs. Process and demonstrates skill in knowing when to move between stances <b>(Process: professional coaching, facilitation; Content: mentoring, training, consulting)</b>
	A CTC is expected to demonstrate professional coaching skills at the ICF-ACC level. ICF certification is not required.	A CEC is expected to demonstrate professional coaching skills at the ICF-PCC level. ICF certification is not required.
<b>Coaching skills/ practices and frameworks:</b> Evidence that the coach has taken both their <b>Experience &amp; Learning</b> and synthesized these into definitive practices, frameworks, approaches and strategies	Knowledge of and applies at least one multi-team and large scale facilitation tools, techniques or frameworks.	Various coaching skills and practices (versus just one) including organizational change and leadership models.
	Knowledge and application of at least one professional coaching framework (for example: Coactive, NLI, ORSC, ACI, etc.) or practices.	Knowledge and application of at least three professional coaching frameworks (e.g.: Coactive, NLI, ORSC, ACI) or practices.
		Integration of practices or frameworks (creating own approach) - novelty
<b>Coaching Specialities</b>	Demonstrate a specialty related to coaching multiple teams simultaneously.	Demonstrate thought leadership in three (3) specialties related to coaching at the enterprise level.
<b>Self-awareness:</b> Able to reflect on their own contribution to the coaching by virtue of their own 'being'	Emotional (EQ) maturity - has cultivated their own self-awareness and may lack in self-regulation.	Emotional (EQ) maturity - has cultivated their own self-awareness and demonstrates self-regulation.
	Current personal development goals for growth	Current personal development goals for growth
	Acknowledges past mistakes and learning	Readily speaks to past mistakes and learning
		Is able to run their coaching in 'debug mode'

## SUMMARY OF EXPECTATIONS

	CTC	CEC
		Aware of their own thinking and approach to coaching.
	Conscious of myself and my impact on the coaching ( <b>preparing for the coaching conversation, post-coaching reflection</b> )	Conscious of myself and my impact on the coaching ( <b>preparing for the coaching conversation, while I'm in the coaching conversation, post-coaching reflection</b> ) - Mindfulness
<b>Constant Learning:</b> Has and continues to acquire coaching-oriented learning; Learning through multiple dimensions.	Has their own mentor or coach. Mentoring involves multiple interactions over many months resulting in significant learning and growth. This takes place in a one-on-one or small group situation.	Has their own mentor or coach. Mentoring involves multiple interactions over many months resulting in significant learning and growth. This takes place in a one-on-one or small group situation.
		Mentors others and both grow through that experience.
		Breadth of Mentoring; Targeted mentoring to learn new skills.
	Reading shows a breadth of frameworks, practices, skills and beyond Agile contexts.	Reading shows a breadth of frameworks, practices, skills and beyond Agile contexts, and including research and organizational culture / change (multidisciplinary).
	Demonstrates humility and learning from both failed and successful engagements	Demonstrates humility and learning from both failed and successful engagements
<b>Participation and Leadership in the Agile community</b>	Participation demonstrated by behaviors of contribution.	Participation demonstrated by behaviors of leadership.
	Attendance	Attendance
	Community participation and contribution occurs outside of my current organization (internal community participation is helpful, but not sufficient).	Community participation and leadership occurs outside of my current organization (internal community participation is helpful, but not sufficient).
	Minimum of 2 years of involvement over time.	Minimum of 2 years of involvement over time.
		Organizing or leading roles in the Agile community such as local Agile user groups, local conferences, minor and major conferences, and leading or volunteering at Scrum Gatherings, etc.
		Presentations or Open Space sessions.
	Involvement in some of: facilitation, presentations, writing, or organizer in the Agile community. Candidate should be active in the Agile community as a volunteer or contributor to the community through avenues such as local meetups, local conferences, major conferences, online/virtual communities of practice, etc.	Coaching Clinic volunteer.

## SUMMARY OF EXPECTATIONS

CTC	CEC
	<p>There is a preference that a CTC should also have attended at least one Scrum Alliance sponsored Coaching Retreat, Global Gathering participating in the Coaches Clinic, or Regional Gathering participating in a Coaches Clinic unless they can document a clear challenge (geographic availability or economic challenge) making it impossible. Other expected contributions at the CTC level would include speaking on a coaching related topic or volunteering on a related Scrum Alliance committee.</p> <p>A CEC should have attended at least one of: Scrum Alliance sponsored Coaching Retreats, Global Gatherings where they have led or participated in the Coaches Clinic, or Regional Gatherings where they have led or participated in a Coaches Clinic. Equivalent community involvement outside Scrum Alliance events are also considered. Other expected contributions at the CEC level would be organizing or facilitating a Global or Regional Gathering, organizing or facilitating a Coaches Clinic at a Global or Regional Gathering, or organizing or facilitating a Coaches Retreat or volunteering on a related Scrum Alliance committee.</p>

