

# REQUIREMENTS FOR CERTIFIED ENTERPRISE COACH<sup>SM</sup> (CEC)

The requirements listed here are intended to be an overview (not a comprehensive list) to help you as an applicant make an informed decision as to whether you are ready to apply. Meeting these requirements does not guarantee acceptance into the CEC program, but they definitely help. Quality and aptitude will be reviewed in detail through the formal application process. Keep this list as a reference and check off the following when you feel ready.

## EXPERIENCE



- I have significant hands-on experience in at least one of the roles on a Scrum Team.
- I am an active Certified Scrum Professional® (CSP®-SM, CSP®-PO, or CSP®-D).
- I have coached in three or more organizations, departments, or programs.
- I have coached at the enterprise/organizational level or a combination of enterprise and multi-team level coaching for more than 2,000 hours in the past three years, not counting time as a ScrumMaster.
- I have a diversity of coaching experiences that I can demonstrate using different client engagement examples, including experience at the organizational level.

## KNOWLEDGE



- I have some formal or informal education about coaching and strong mentor relationships.
- I have a good working knowledge of agile and Lean values, principles and practices.
- I have helped individuals and teams to understand and apply agile and Lean values, principles, and practices effectively.
- I understand the dynamics, patterns, and development of multi-level teams and how they interact at the organizational level.
- I can clearly describe the difference between consulting and coaching and know when to apply each.

## PROFESSIONAL COLLABORATION



- I have joined the [Candidate-CEC Google Group](#) to meet other applicants and ask questions about the CEC program.
- I can provide two different client recommendations and one mentor recommendation to verify my coaching experience and skills.
- I have had active engagement in, contribution to, and leadership in, the Scrum community over a minimum of three years.
- I have participated in at least five private or public Scrum- or agile-related events and have contributed to some of these as an organizer, presenter, collaborator, or facilitator.

## SKILLS



- I have contributed to significant improvements in organizations or departments through coaching techniques.
- I have helped organizations beyond the basics of Scrum theory and practice.
- I have enabled organizations to find their own solutions to business problems through the application of agile principles.
- I am familiar with, promote, and embody the mindset of Servant Leadership.
- I have good communication skills in my native language.
- I use a rich set of facilitation, training, and coaching tools and models.

## FEEDBACK



- I have received preliminary feedback on my readiness to complete the CEC applications process by connecting with a member of the CEC Review Team.