SUMMARY OF EXPECTATIONS FOR CERTIFIED TEAM COACH℠ (CTC℠)

PREREQUISITE EXPERIENCE

- Active Scrum Alliance® CSP®-SM, CSP®-PO, or CSP®-D
- 1,000 hours in the past two years dedicated to coaching

DIVERSITY OF EXPERIENCE

Focusing on different types and sizes of organizations

- At the team level you must demonstrate your interactions outside the team, including:
  - First- to Second-level management
  - Product ownership/leadership/management function
- Show team level transformational success across multiple teams
- Demonstrate that your coaching career shows a journey of growth across multiple teams

COACHING MINDSET

- You believe your clients are naturally creative, resourceful, and whole. Therefore, they have the means to solve their own challenges.
- You understand the difference and are learning when to move between your stance when it comes to Content vs. Process.
  - Content = mentoring, training, and consulting
  - Process = professional coaching and facilitation
- You are expected to demonstrate professional coaching skills at the ICF-ACC level. ICF certification is not required.

COACHING SKILLS/ PRACTICES AND FRAMEWORKS

This area shows that you have taken both your experience and learning and synthesized these into definitive practices, frameworks, approaches, and strategies.

- You are required to have knowledge of, and know how to apply, at least one multi-team and large-scale facilitation tool, technique, or framework.
- You must have knowledge of at least one professional coaching framework (e.g.: Coactive, NLI, ORSC, ACI), and be working to apply it.

COACHING SPECIALTIES

You must demonstrate a specialty related to coaching multiple teams simultaneously.

SELF-AWARENESS

You will be successful if you are able to reflect on your own coaching contribution.

- You should have emotional maturity (EQ) and have cultivated your own self-awareness with a growing ability to self-regulate.
- Know your current personal development goals for growth.
- Acknowledge your past mistakes and learnings.
- Be conscious of yourself and your impact on your coaching; prepare for the coaching conversation and post-coaching reflection.

CONSTANT LEARNING

Have and continue to acquire coaching-oriented learning through multiple dimensions.

- Have your own mentor. 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.
- Your reading must show a breadth of frameworks, practices, and skills beyond agile contexts in one or small group situation.
- You must demonstrate humility and learning from both failed and successful engagements.

AGILE COMMUNITY PARTICIPATION

To be a successful applicant, you will contribute to the community – outside of your current organization. Internal community participation is helpful, but not sufficient. You are expected to have a minimum of two years of involvement.

Involvement includes facilitation, presentations, writing, or volunteering in the agile community. You should be active in the agile community through local meetups, local conferences, major conferences, online/virtual communities of practice, etc.

All CTC candidates are encouraged to show meaningful participation in Scrum Alliance® events. Accepted examples include:

- Scrum Alliance User Groups
- Global and/or Regional Scrum Gatherings
- Agile Coaching Retreats
- Coaches Clinic®
- Guest Speaker for a Scrum Alliance Webinar

Click **here** to see a summary of the differences between Certified Team Coach℠ (CTC) and Certified Enterprise Coach℠ (CEC).

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