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the essence of excellent agile coaching. ... how well you are moving toward

TABLE 12.2 Agile coach performance measures

Move away from	Move toward
Driving the team to get results Directing the work of others	Leading implicitly, creating an environment where the team naturally delivers great results without anyone having to "drive" them
Controlling the team's work to achieve predictability	Releasing the team to get the work done as they choose and holding them accountable for the results they promised
Following the company's rules	Challenging the company's rules every time they restrict value delivery
Immediately escalating problems to management	Working through problems within the people involved to fully resolve them and move on
Favoring options that are proven and safe	Creating safety for the team to experiment, fail, and learn
Delivering the product according to plan	Enabling the team to deliver the product according to their changing and increasingly accurate plan Letting business value delivered be the only metric that matters
Following time-tested strategies and procedures	Cultivating creativity and the team's ability to see each situation anew and to enhance the chance for a game-changing outcome even in familiar territory
Implementing agile by the book	Knowing when going "by the book" is best and when to sacrifice the most powerful expression of agile to get at least some improvement in an imperfect environment



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