



**Agile Coaching
Service Definitions
for
Crown Commercial Service
G-Cloud 15**

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Supporting the Scottish agile
community since 2012





Your partner in agile...

- **Since 2010, we've been supporting organisations of all sizes with digital transformation and their agile journeys**
- **We are based in Scotland and are a long-term supporter of the Scottish agile community**
- **We are highly conscious every organisation is different. Our approach is centred around co-developing your approach to agile**
- **Our team, Clan Calba, includes experts across agile coaching, delivery management, product ownership, UI/UX, architecture, software development, and DevOps.**
- **Our services include:**
 - **Agile Coaching – we make sure agile works for you**
 - **Agile Training – introductory, practitioner and certified training and workshops, online or in-person.**
 - **Agile Delivery – our experienced agile and digital specialists working with your teams to deliver value early**
- **We provide a flexible and practical approach to delivering our services.**

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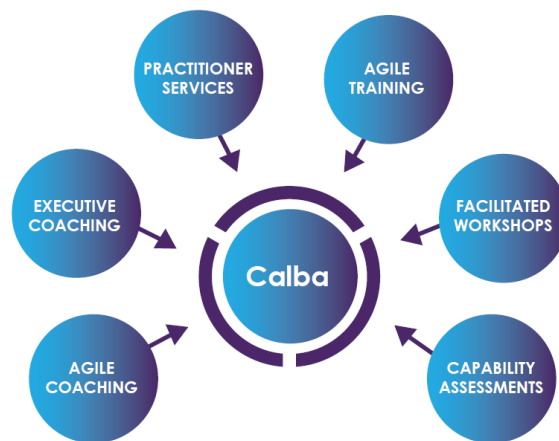
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Introduction

Calba is your partner in agile.

We have been in business for over 10 years with clients ranging from global financial corporates to SMEs.

We focus on knowledge transfer and capability development to help you deliver value early and upskill your teams.



Our Approach

We are highly conscious every organisation is unique and contains valuable existing processes, behaviours and cultures that need to be respected.

We work with clients to co-develop their own agile approach, based on best practice and proven models, and tailored to their business needs.

After an initial assessment, we work collaboratively to define success criteria for change then prioritise and plan change actions to deliver them:



Agile Coaching

Whatever your need, whether to initiate an organisation-wide agile transformation or work closely with a specific team or individual, we have a range of agile coaching services to choose from, including:

Organisational Agile Adoption & Transformation

- Partnering with senior management/executives and change leaders on how best to approach agile adoption for their organisation
- Leading and implementing an agile transformation programme
 - Coaching multiple agile teams and ensuring alignment to organisational goals
 - Agile Team Start-Up & Support
 - Supporting and mentoring individuals in key roles, e.g., Heads of Development, Operations, Internal Agile Coaches, HR, etc

Agile Team Start-Up or Refresh

- Working with a new or existing agile team to establish or improve working practices, including:
 - Team Charters
 - Optimal use of Agile frameworks – Scrum, Kanban
 - Roles & Responsibilities
 - Product Backlog
- Supporting and mentoring individuals in specific roles, e.g., Scrum Masters, Product Owners, Developers, Business Analysts, Testers, UI/UX Specialists

Facilitated Workshops

- Focused on key challenges or critical areas of importance. For example:
 - Agile Roadmaps
 - Horizon/Release Planning
 - Sprint Zero
 - Backlog Prioritisation
 - Agile Governance

Metrics & Governance

- Defining agile metrics at team and enterprise levels
- Advising how governance and compliance can be applied in an agile environment

Executive Coaching

- Leadership Alignment Programme (leadership teams)
- 6S Performance Coaching (individual-based)

Agile Assessments

- We have developed an agile assessment model based on core agile practices which can be tailored to your approach to agile or to focus on specific areas
- Standard areas include: team/people, planning, transparency, tooling & quality, continuous improvement & feedback

Agile Engineering (XP, CI, CD, Pair Programming, TDD, BDD, DevOps)

- Coaching development and operations teams to ensure good engineering practices are in place, including:
 - XP - clean code, pair programming
 - Continuous Integration (CI) and Delivery (CD)
 - Test-Driven Development (TDD)
 - Behaviour Driven Development (BDD)
 - DevOps
- Working with engineers to increase their skills in these areas and demonstrate best practice

Scaling, Process Assets & Training Development

- Co-developing your approach to agile, based on best practice and proven models, such as SAFe, DSDM, LeSS, Scrum@Scale and tailored to business objectives
- Co-developing process assets, e.g., agile playbooks – defining “how agile is used here”
- Co-developing inhouse training that can be used internally on an ongoing basis, free from any licensing or annual fees