

# P-CAP

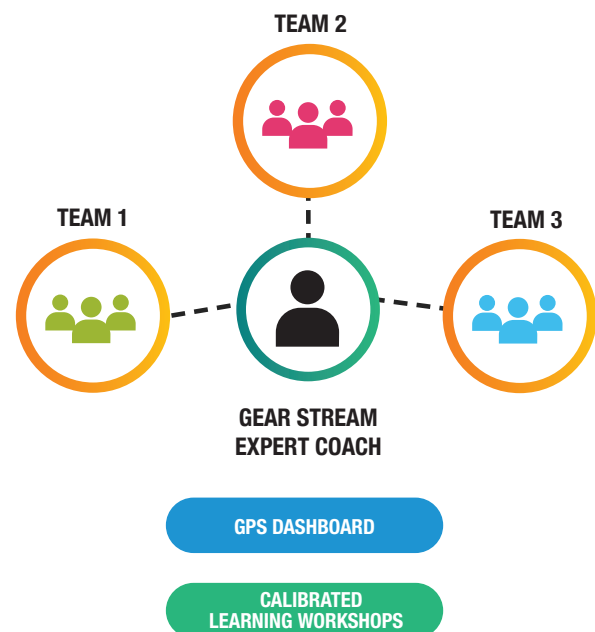
*AGILE PLAYER - COACH  
MANAGED SERVICES PROGRAM*

## ACCELERATE AGILE CHANGE BY TRANSFORMING YOUR MANAGERS INTO AGILE PLAYER-COACHES

When competing with flexible start-ups, an Agile enterprise requires mastering agility at all levels. To achieve such broad Lean-Agile operating maturity, your company must incorporate continuous and often complex change such as new leadership and management behaviors, and team methods and skills. What you need are tools that can help you affordably accelerate the rate of change, normalize a model for success across teams, and re-equip management and leadership with the knowledge to help your company become an Agile enterprise.

Gear Stream's Player Coach Agility Program<sup>SM</sup> (P-CAP) offers a transformative cost-effective strategy for embedding Agile practices across your organization. With P-CAP, you accelerate success by enrolling your managers as the driving agents of change. Rather than investing in a costly managed platform, P-CAP offers a subscription service that effectively transfers responsibility from our Expert Coaches to your own internal teachers—at a fraction of the cost of managed solutions. Working closely with your managers, we help deliver the uniformity and reliability necessary to transform your organization into a Lean-Agile practice by providing the following support:

- Continuous monitoring of each team in the coverage unit including reviewing the various boards, charts, impediments lists, and metrics the team regularly produces.
- One-on-one coaching at any time for managers in their roles as Observer or Player-Coach.
- Weekly review/retrospective cadence for the Player-Coaches within the unit of coverage.
- Calibrated Learning Workshops, held once a month.



### How it works

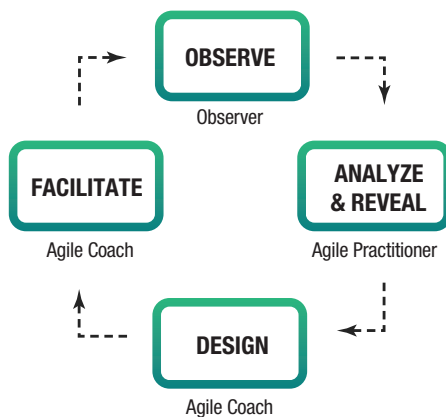
Our Expert Coaches begin by training a team of open-minded people from your teams, programs, and management to be Observers. This opens the door to begin the four elements in the P-CAP engagement model: Observe, Analyze, Design, and Facilitate.

## OBSERVE

Using Gear Stream's Agile GPS iPad App, the trained Observer watches teams perform their normal daily work routine and records information about practices and behaviors. The Observer also conducts interviews with team members to get feedback and reviews team artifacts (repositories, backlogs, test cases, etc.) for additional insight.

## ANALYZE

The Expert Coach and Observer analyze all observations recorded within the Agile GPS iPad App. With experience, the Observer learns how to independently analyze the GPS findings until the team moves to a higher level on the maturity curve. Once analysis is complete, the Observer shares the findings and observations with the observed team and their manager, the Player-Coach.



## DESIGN

The Player-Coach works with the Observer and Expert Coach to design a Team Development Plan. Once the team's current index has been verified with the team, the Player-Coach identifies and prioritizes a learning backlog, identifying "quick wins" and more challenging skills or behavioral action items.

## FACILITATE

The Player-Coach, with guidance from the Expert Coach, takes the prioritized list of learning opportunities and uses them to train and coach the team. These activities focus on the practices and behaviors that advance the team's maturity so that agility becomes part of their DNA.

## Benefits

**P-CAP provides multiple benefits such as the following:**

- Normalizing outcomes of Agile/Lean coaching and skill development to increase organizational learning and knowledge transfer
- Speeding up transformation by enabling managers to become significant contributors to the Agile adoption process
- Providing uniform Agile coaching and expertise to reduce confusion and resistance
- Delivering coaching ability at team and management levels
- Freeing Expert Coaches to work across more teams and have a greater impact on more challenging organizational culture and boundary challenges
- Providing a common model for teaming mastery and progress, avoiding the often inconsistent results of individual coaches

## Conclusion

Gear Stream's P-CAP offers a comprehensive strategy for embedding the practices and benefits of business agility at the Working Surface and across middle management. P-CAP also helps managers learn and practice new skills and leadership styles needed to establish an environment of continuous innovation, helping them become positive agents for ongoing change. Learn how to gain an effective methodology for supporting teams as they learn Lean-Agile principles and change the way in which they collaboratively work together.

## ABOUT GEAR STREAM

Gear Stream helps enterprise and fast-growing entrepreneurial organizations deliver software that creates strategic advantage. By helping companies integrate business strategy with their own unique and tailored Lean-Agile collaboration and execution model, Gear Stream enables clients to deliver software on time, on budget, and on-demand in a way that fosters sustainable organizational growth and performance improvement. The result is software that users love and development practices that have a lasting impact on innovation, profits, and market position.

**For more information on Agile GPS or Gear Stream's other products or services, contact us at 800-935-1420 or [www.gearstream.com](http://www.gearstream.com)**

