

S.P.E.E.D. Coaching Canvas

Use this canvas to capture a scenario you can apply the SPEED coaching approach.

Make sure you listen and subscribe to The Agile Skills Library for full details on how to use this technique effectively.

How can I...			...get my team to put their improvement ideas from their retrospectives into action?
S	Suggestions	What ideas do I have for them to try?	Why don't you watch this YouTube video by this cool dude Geoff Watts who shows how you can SWAT your actions and put your ideas for improvement into action much more effectively?
P	Proof	What data could I give them or how could I help them gather data for themselves?	I've noticed that, on average, you come up with 7.2 ideas for improvement per sprint but actually have only successfully implemented 1.2 on average. Yet when you have put ideas into practice the last two have led to 14% greater delivery and 2 points on your happiness index.
E	Enabling	What can I do to help them make progress or get unstuck?	"I forbid you from taking on more than 2 ideas for improvement in your next sprint" or perhaps I give them a template or a tool or a technique that might make it easier for them.
E	Environment	What conditions around the team could I change?	Perhaps we look at the culture around recognising improvement effort or we look at the scope of authority the team has or introduce a "no-blame Friday"
D	Drivers	How could their drivers and beliefs be influencing things?	Look at the team values of "learning" and "discipline" to ask "How could we dial up our values as a team in this area?"

S.P.E.E.D. Coaching Canvas - an example

Use this canvas to capture a scenario you can apply the SPEED coaching approach.

Make sure you listen and subscribe to The Agile Skills Library for full details on how to use this technique effectively.

How can I...		
S	Suggestions	What ideas do I have for them to try?
P	Proof	What data could I give them or how could I help them gather data for themselves?
E	Enabling	What can I do to help them make progress or get unstuck?
E	Environment	What conditions around the team could I change?
D	Drivers	How could their drivers and beliefs be influencing things?