

# Andrew Smith - Agile Coach and more



## What do I want to help create?

I want to help people and organizations address complexity, be more effective together, and create systems that are more friendly to humans, society, and the planet. I've come to see "agile" (and its many relations, including systems thinking, learning organizations, leadership development, DevOps, ...) as an enabler.

## What are some of the keys to my approach with the people I work with?

- **Partnership** - bridging business, technology, product, and leadership to create shared understanding and vision towards outcomes that matter.
- **Curiosity** - meeting people where they are, striving to elicit shared understanding, discovering the "needs behind the request".
- **Questions** - I find that the questions asked at an individual, group, or organizational level are powerful attractors. What do we see? What meaning do we make of that? What's important here? What do we want to create together? How might we proceed? What would we look for to tell us we are on the right track?
- **Collaboration** - working together to have a positive impact.
- **Trust** - establishing safe relationships where true exploration can happen. Operate from vulnerability, humility, transparency and integrity.
- **Integral** - taking a multi-perspective view of "what's here now?" and "what might we do next?"; this includes taking a systemic view.
- **Presence** - showing up fully and being able to "hold space" for others. Bringing embodied practice into the realm of collaboration.
- **Clarity** - helping people tease apart interwoven issues and getting to "what matters".
- **Positivity and Resilience** - finding and helping others find a path forward.

## What am I passionate about?

I've described myself as a "[Stand for the Gap](#)" - I'm drawn to the human ability to sense the gap between "what is" and "what could be", and love helping to unleash individuals, teams and organizations into creating movement towards sensed potential. I love working with people to create "better". I love that moment when an individual gets unblocked. I love it when a team makes a breakthrough in their ability to solve complex problems. And I love it when a shift occurs in the organization that enables a greater connection with the customer, smoother flow of work, and more joy in the doing of the work.

## What's my key background and experience?

- ICE-AC: ICAgile Certified Expert - Agile Coaching
- Certified in Leadership Circle Profile (LCP 360) and Collective Leadership Survey
- 9+ years guiding process improvement through Lean-Agile principles and practices
- Created and conducted leadership development program for engineering leaders and executives
- 15+ years leading software consulting projects as the primary customer liaison
- 12+ years agile software development; 5+ years agile coaching; experience with Scrum, Kanban, agile technical practices, scaling with inspiration from LeSS, S@S, SAFe
- 20+ years in software/systems development as a Senior Software Engineer, Senior Systems Architect, Principal Architect, and Engineering Manager, often serving as project lead and/or technical lead, Product Owner, or Scrum Master
- Creation and delivery of training using Training from the Back of the Room (TBR) principles and practices
- Other agile certifications: CSM, ICP-ATF, ICP-ACC, ICP-CAT, ICP-ENT

## What do I love doing?

- **Facilitating** - especially collaborative workshops for solving complex problems, creating shared vision and strategy, agile planning and product development. I've used Liberating Structures to create broad engagement and ownership.
- **Leadership development and coaching.** I've created and delivered cohort programs enabling small groups of leaders to navigate their own development in a safe environment, coached leaders, and used LCP 360 as an enabler for growth and mindset shift.
- **Team(s) coaching** - helping a team or team of teams be more effective together (including with agile frameworks as well as technical practices).
- **Teaching** - creating and delivering learning experiences.
- **Learning** - using my curiosity and constant desire for learning to bring appropriate frameworks, tools and approaches to the challenges my clients face. "Given this context and these people, what approach might be helpful here?"

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