



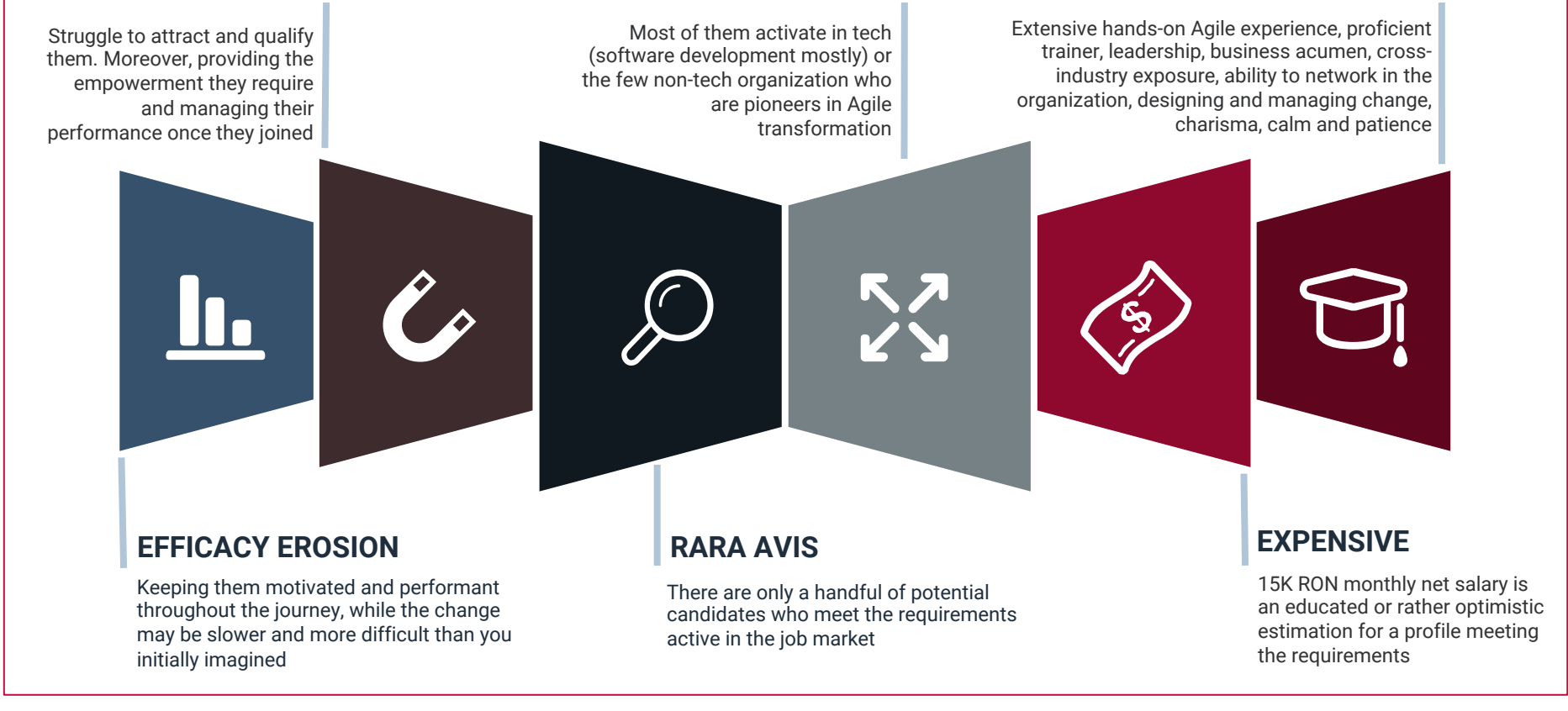
Agile Coaching

VALUE POWERED BY COMPETENCE AND A NEW WAY OF WORKING

SECTION 1 FOREWORD: 6 MAJOR PAINS IN HIRING AN INTERNAL AGILE COACH

You decided **you need an Agile Coach** in your organization

You are either practicing Agile or about to embark on the quest, so you know there is a journey in front of you and that is why you act for the long run. You are looking for a proven professional, someone who is able to **make a difference**, master the practice and **push the organization forward**. Challenges you may have encountered, or you are about to:



Matching candidates usually provide consulting services, either as freelancers or working for vendors of such services. You perceive contracting them as an expensive endeavor which might affect your autonomy.

Further down below we will present a solution for the challenge, delivering the **correct mindset + method deployment** and building **autonomy** to run things without external assistance on the long run.

SECTION 2 THE APPROACH

You receive professional Agile coaching help, enabling you to deliver, grow the practice, and your people, simultaneously.

You don't need to open and fill a new headcount. Not just yet. Our consultants will take good care of the Agile practice* in your organization and, at the same time, grow one or more Agile Coaches out of existing eligible employees + make sure they take over.

In return, you will be charged a flat monthly **Agile subscription** fee.

Timeline – 2 years	Consulting mandays	YOUR BENEFITS
Q1: discovery + game plan + quick wins	35	Become autonomous while executing and growing the Agile mindset and culture in your organization.
Q2: enhance the practice + Agile Coach Accelerator	25	Execute correctly, be in control, implement change and adjustments responsibly.
Q3: normalize the practice + Agile Coach Accelerator	15	Put in place the right governance and align the organization behind the practice.
Q4: practice maturity + Agile Coach Accelerator	15	An apprenticeship program to develop your Agile Coaches.
Q1: practice maturity + Agile Coach support	10	You will receive digital, social, gamified and applied learning in Code of Talent , our microlearning platform.
Q2: practice autonomy + Agile Coach support	10	The Agile Coach Accelerator , a EUR 25,000.00 product, if bought stand-alone, is also included.
Q3: support, final adjustments	6	Relevant expertise: Consultants who are experienced in product development, agility and innovation, in fast paced environments
Q4: support, transition to full autonomy	6	Disciplined Delivery: Professionals who are mastering the Agile methods & practices and deliver measurable value.
		Domain experience: Successful partnerships and constant exposure to business processes across industries.
		Practical know-how: Hands-on support for the implementation of the agreed practices and instruments.

* practice = the practice of business agility, integrating culture and mindset, governance and roadmap planning, roles and responsibilities, instruments and tools, continuous improvement, team dynamics and mechanics, performance management.

SECTION 3 THE FINANCIALS

Hire internal Agile Coach		
Monthly net salary – 15K RON	€ 3.060	monthly
Total salary cost	€ 5.350	monthly
	€ 64.207	yearly
	€ 96.311	1.5 years
	€ 128.415	2 years
Est. recruiting cost	€ 3.500	one time
Est. ramp-up cost	€ 6.100	one time
Benefits, equipment, facilities, overhead	€ 7.500	yearly
Total cost	€ 83.800	yearly
	€ 119.700	1.5 years
	€ 155.500	2 years
Grow with Agile subscription: execute + reach practice maturity + grow your Agile Coaches		
Total 1 year cost	Up to -16% vs internal cost	
Total 1.5 years cost	Up to -11% vs internal cost	
Total 2 years cost	Up to -20% vs internal cost	

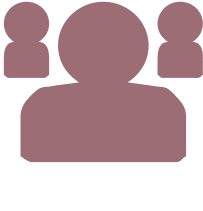
The **Ascendis** Agile subscription is your **Agile insurance**. We've got you **covered** and **risk free**:



No uncertainty on when to start. We are available immediately. Such a position usually takes 4 to 6 months to fill.



What if they leave while you are only halfway there? We are not going anywhere...



Avoid potential performance risks and bad hires. Provide opportunities for your employees.



Money back guarantee policy. At the end of the month, if you are not satisfied, we do not issue the invoice.

SECTION 4 WHAT WE MAY DO TO HELP YOU. TODAY.

01

Training

Awareness sessions. Preparations for the teams to make use of the method and the instruments. Cornerstone for teams to take in and adopt Agile practices before long.

LEARN

02

Mentoring

Support for specific initiatives and scenario. Leverage lessons learned, experience and continuous exposure. Avoid common pitfalls and approach errors.

LISTEN

03

Agile Coaching

Guidance and good practices in applying Agile and building an Agile culture. Temporary overseeing the journey progress with client autonomy in mind.

ENHANCE

04

Consulting

Hands on support for business, technical and method decisions. Design tailored solutions and accompany the implementation. Audits and assessments.

OPERATE

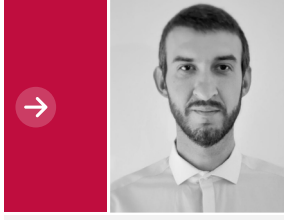
SECTION 5 OUR CORE TEAM



Sorin Sfirlogea

Agile Consultant

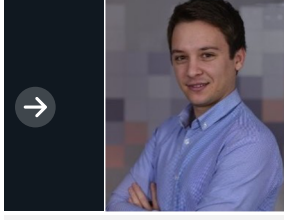
- ↔ 20+ years business experience
- ↔ 10+ years experience in technology and business strategy
- ↔ Deep understanding of the digitalization process, customer experience and transforming the organization



Werner Novak

Agile Consultant

- ↔ 15+ years business experience
- ↔ 10 years Agile experience
- ↔ 10 years leading large scale teams delivering digital products
- ↔ Digital savvy
- ↔ Leads transformation projects as an Agile coach and consultant



George Ochi

Agile Consultant

- ↔ 13+ years business experience
- ↔ 10+ years consulting global clients, across industries, on Agile practices and digitalization strategy
- ↔ Leads transformation projects as an Agile coach and consultant

BEING **AGILE**
CULTURE + MINDSET + PRACTICE

≠

DOING **AGILE**
SIMPLY MECHANICS

Interested in more agility?

- Find out what being Agile means
- Get hands-on help from our experienced professionals
- Raise awareness in your organization
- Grow a mindset and adopt Agile practices
- Where to start? Discover and pilot the method
- Assess and accelerate your current practice
- Launch a transformation
- Scale
- Debate

Contact our team

agile@ascendis.ro

