

# ORGANIZATIONAL CATALYSTS: THE EBB & FLOW OF A COACH

Melissa Boggs & Simon Orrell  
Global Scrum Gathering, April 2017

# WHO ARE WE?

Melissa Boggs, CSP



hummingbird.agility@gmail.com

@hmngbirdagility

Simon Orrell, CEC



simon@snowdolphin.com

@snowdolphin

# WHY ARE WE HERE?

Opening a dialogue  
about being inhibited  
as a coach

It can happen to  
anyone

Talking about it helps

Recognizing a skill



# DISCUSSION POINTS

Coaches as Catalysts

Catalytic Poisoning

Coaching Ineffectiveness

I'm on my way to being poisoned! Now what?

Choose Your Own Adventure

Closing Thoughts



# CATALYSTS IN CHEMICAL TRANSFORMATIONS

1 What is a catalyst?



▶ ⏪ 🔊 0:25 / 3:33



[https://www.youtube.com/watch?v=m\\_9bpZep1QM&t=102s](https://www.youtube.com/watch?v=m_9bpZep1QM&t=102s)

Courtesy of fuseschool.org

# COACHES AS CATALYSTS



## Coaches

- help create new pathways
- reduce the energy necessary for transformations.
- need to take part in those transformations.
- should be unchanged by the transformation?

# CATALYTIC POISONING

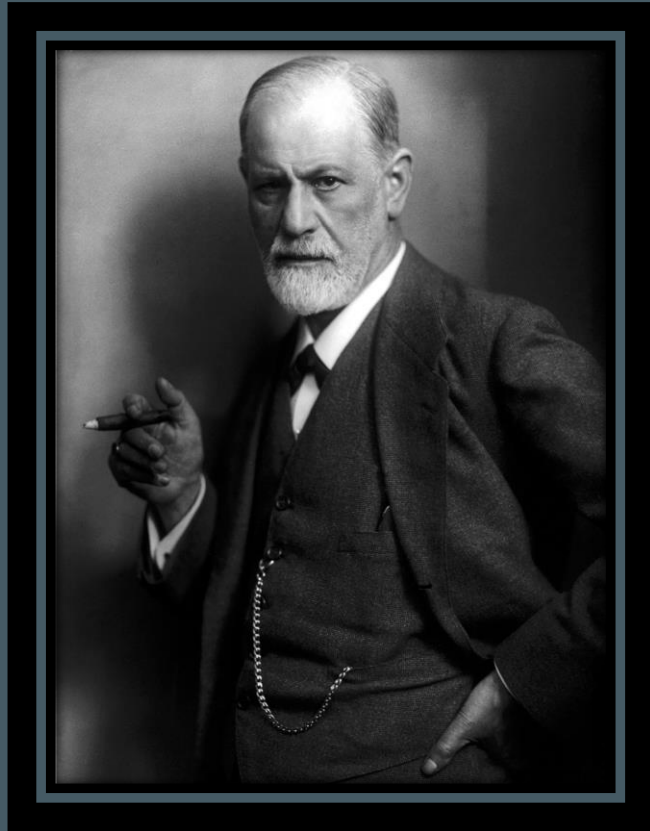
Chemical catalysts can become inhibited and ineffective as secondary reactions cover them in bi-products.

Think that is different for coaches?





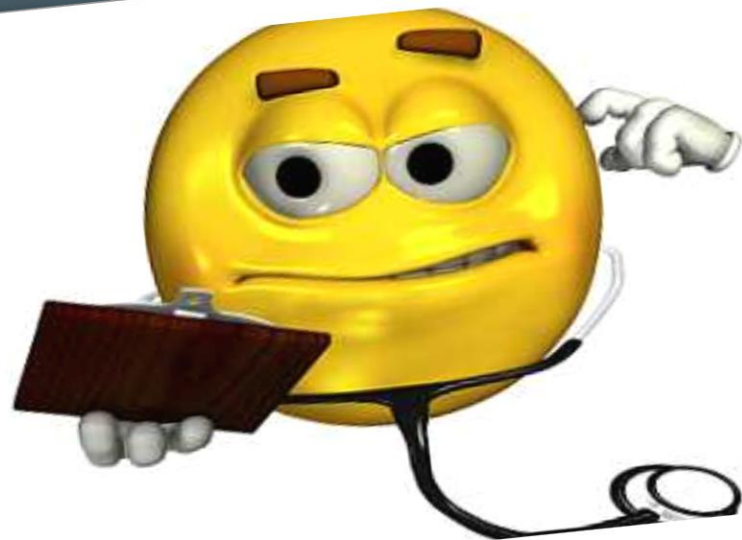
# CATALYTIC POISONING



- Transference
- Countertransference
- Co-dependence



# DECREASING COACHING EFFECTIVENESS



PERSPECTIVE

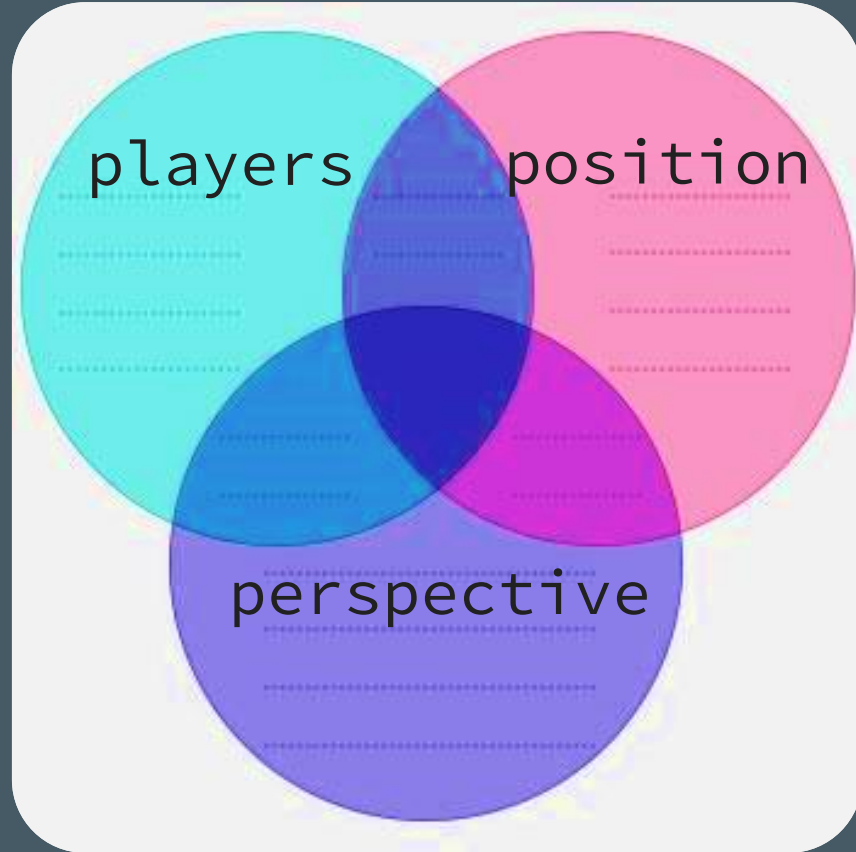
12  
A B C  
14

I'M AT RISK OF BEING POISONED!

NOW WHAT?



# C H A N G E



# CHOOSE YOUR OWN ADVENTURE®

1. Open your team package
2. Read the first scenario on the large paper
3. Discuss the situation and your options -  
**THERE IS NO CORRECT PATH!**
4. Prepare to share your choice
5. STOP. [We will discuss as a group before proceeding]
6. Open the envelope that corresponds with your choice
7. Rinse and Repeat.

# PARTING THOUGHTS

Inhibited != Failure

Recognizing it - and having the courage to address it - is a skill

Talking about options helps all of us

Perspective, players, position

