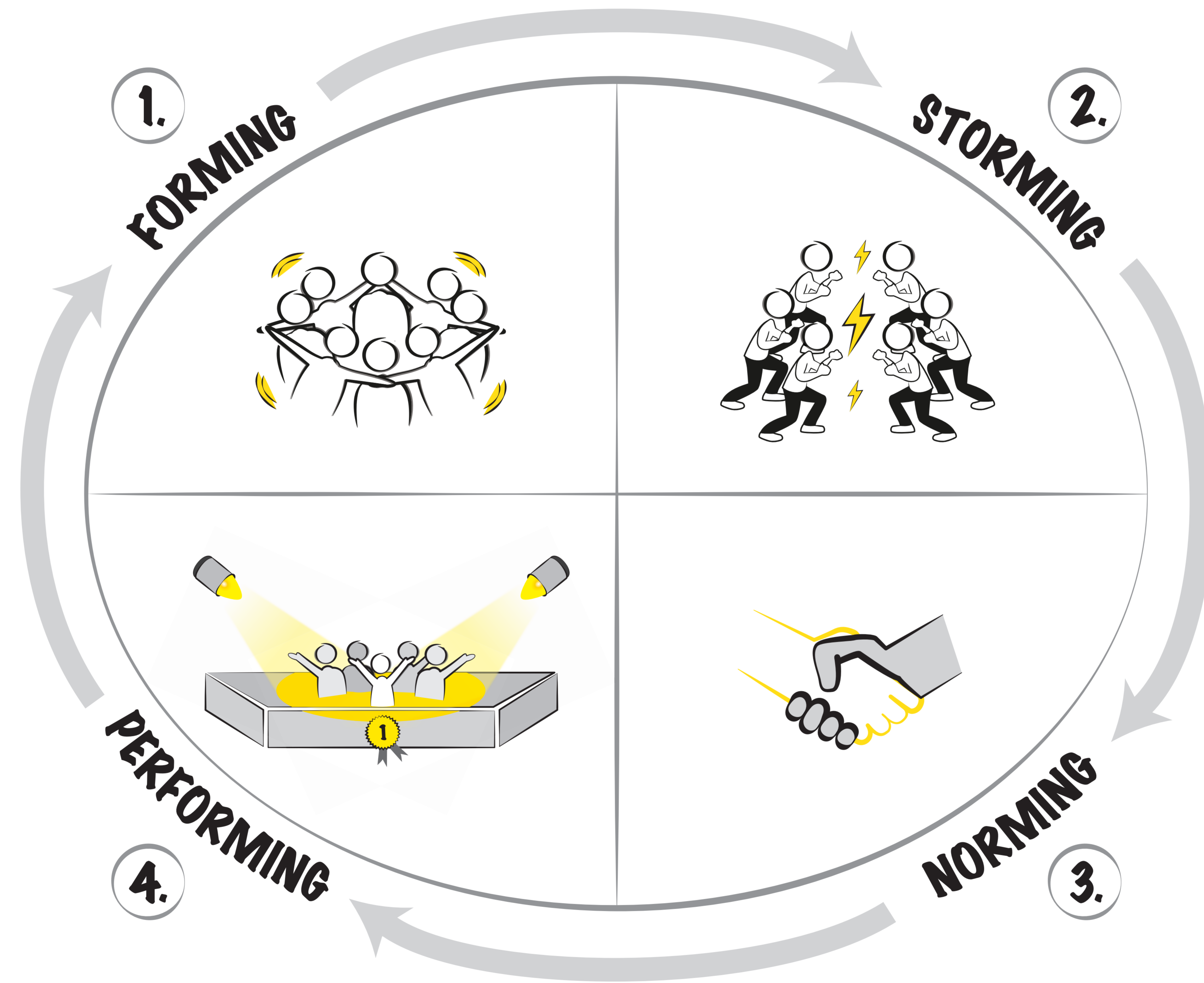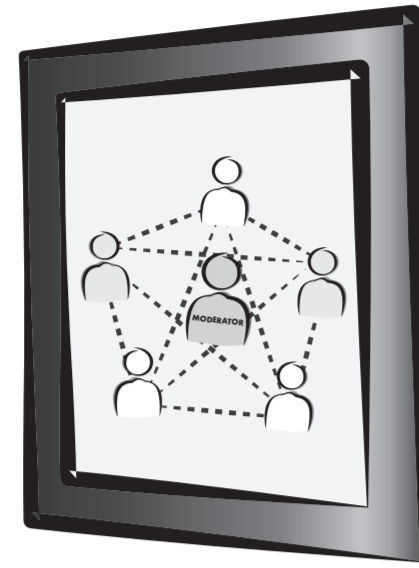The best **AGILE**COACH**TRAINING**

MODERATE Correctly.

Achieving goals together.

Contextualizer
Dosing energy.

Requirements:
- Sets clear framework conditions and goals.
- Doses his involvement as required.
- Has a clear agenda and structure in mind.

When necessary:
- When clear framework conditions and goals are needed.
- When the group needs orientation and structure.
- For complex projects with several subtasks.

Director
Guiding energy.

Requirements:
- Directs the energy and dynamics of the group.
- Actively takes the lead.
- Makes decisions and gives clear instructions.

When necessary:
- When strong leadership and clear instructions are required.
- When the group is indecisive or conflicted.
- For time-critical projects where efficiency and goal orientation are crucial.

Observer
Letting energy flow.

Requirements:
- Lets the group work independently.
- Intervenes rarely or not at all.
- Enables personal responsibility and self-organization.

When necessary:
- When the group should work independently and self-organized.
- When the participants are experienced and self-motivated.
- For creative processes that should not be disturbed.

Initiator
Bringing in energy.
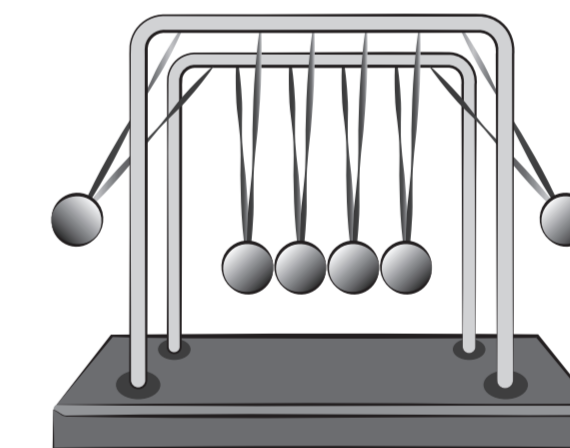
Requirements:
- Contributes new ideas and suggestions.
- Animates and motivates the participants.
- Ensures that everyone is activated and involved.

When necessary:
- When the group needs new ideas and inspiration.
- In the start-up phases of projects, to generate dynamism and energy.
- When the participants are less motivated or passive.

1. FORMING
2. STORMING
3. NORMING
4. PERFORMING

1. Clear Goals 2. Freedom 3. Feedback

Good Leadership

Make people great

AS&P