

# The AGILE Coach™ -- The OODA Loop Framework

AGILE Coach Process (OODA Loop)	OBSERVATION	ORIENTATION	DECISION	ACTION
What Happens	Current Situation Assessment  <i>How does the personal and business context that I am facing impact me?                      How do my interests and skills align with current personal and business goals?                      How do I accelerate my development in competencies identified to improve performance in my current role or alternative roles?</i>	Gap Analysis of Current Situation vs. Personal and Business Goals  <i>What do I need to do to close any gaps?                      How can I map out a development plan to build and reinforce my strengths and improve my developmental needs?</i>	Consideration of Alternatives and Commitment to the Change Plan  <i>What actions and feedback will get me to my goals?                      What level of commitment is needed by me and/or others to implement the changes?</i>	Achievement of Personal and Business Results  <i>Have my personal and business goals been reached?                      What impact has been made on what I do and how I do it?                      What adjustments do I need to make in my plan?</i>
How it Happens	Assessment and Information Gathering	Feedback and Planning	Commitment to Change	Observable Results
Results	<ul style="list-style-type: none"> <li>• 360 Degree Interviews (in person or phone) – Coachee, Peers, Direct Reports, Customers, etc.</li> <li>• Leadership Versatility Index (LVI) 360® or client alternative</li> <li>• Myers Briggs Type Indicator (MBTI)®</li> <li>• FIRO - B</li> <li>• Psychological Assessments as needed</li> </ul>	<ul style="list-style-type: none"> <li>• Coaching Sessions</li> <li>• Goal Setting</li> <li>• Timeline of Commitments</li> <li>• Developmental Orienteering™ Guide or client resource to guide developmental planning</li> </ul>	<ul style="list-style-type: none"> <li>• Real World Assignments</li> <li>• Courses/ Training</li> <li>• Reading/ Research</li> <li>• Shadowing</li> <li>• Role Plays</li> <li>• Video Feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Solicit Feedback</li> <li>• Repeat LVI</li> <li>• Performance Review</li> <li>• Self Reports</li> <li>• Input from Coach</li> <li>• 3- 6 Month Review</li> <li>• Future Goals</li> </ul>

