Agile for HR practitioners. And HR's role in the agile enterprise

Business agility has become a necessity for organizational survival in this volatile and rapidly changing economy. Agile thinking has moved beyond IT. It now belongs in all areas of the enterprise.

The move to being business agile should start in the HR profession, but like many functional departments outside of IT, HR has been caught by surprise, and is in catch up mode when it comes to Agile thinking. We need to quickly understand how to apply the agile mindset ourselves to revolutionise our own ways of working, and to also position HR to guide the wider organisational transformation to business agility.

This is Agile for business.

WHAT IS

In response to today's complex business environment organisations across the globe are seeking increased business agility to stay competitive, to survive. To be successful, businesses must be able to continuously innovate and deliver immediate value to the customer. Organizations need individuals with a collective agile mindset to transform their enterprise in an agile one, with collaborative teams working across the silos, or removing those silos altogether.

Traditional management models and organisational structures are failing to keep up with the needs of the modern economy. Organizations are rapidly becoming more digital, more networked, flatter, and thanks to Covid-19, very dispersed. It is HR's role to drive the organisation wide agility transformation; to nurture the adoption of a business agility mindset and culture, with new structures and business practices. In fact, to help create, and successfully guide the development of the modern business and the future of work.

The business agility journey starts in the HR function itself, no, not in IT. Agile ways of developing software started around 1994 with SCRUM, and the agile manifesto was published in 2001. These events promoted better (for some) ways of building systems, but made little impact outside of IT. That changed some years ago when successful businesses realized that they had to embrace the agile philosophy and values at its core, from its people and culture to its structure and technology. These successful organizations started to become business agile, genuinely customer centric, and able to respond rapidly and effectively to opportunities and threats in this volatile world.

Here's a question. "Will you, within the next twelve months, be an agile business or working hard at becoming one?" If your answer is no or not sure, then you risk removing your company from the marketplace. Because your competitors, and your customers are answering "yes".

This event helps you to answer yes.

Agile HR covers how HR practitioners can apply an Agile mindset and its working methods *within your own* teams, work environment and projects. Agile HR helps you to reinvent or enhance your operational model and realise the benefits of agile thinking very quickly by applying agile fundamentals to your everyday work.

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Agile HR looks at HR's *role in helping the organisation* transform to meet the challenges of an increasingly complex business environment. The HR dept. should be engaging with all areas of the business from sales to finance, helping them to embrace, in practical terms agile know-how into their ways of working.

Agile HR shows you how to run a business-driven agile transformation project that is vision led, customer focused, and benefits driven.

TARGET AUDIENCE

This event is for anyone working in or managing an HR department, or in any other operational division. It will assist any agile transformation project manager to manage the project in an agile way.

APPROACH & DURATION

This is a 2-day facilitator led, virtual classroom event. It is highly participative and delivered by a trainer experienced in agile and in delivering engaging training events through the virtual classroom medium. It focuses on the practical application of agile thinking within the context of your organization. It does not dictate any particular proprietary agile framework or method.

Zoom is the default virtual classroom platform.

OUTCOMES AND BENEFITS

After this event you will:

- ⊘ Able to apply the agile manifesto and principles to HR
- ⊘ Understand the roles, products, and events of an agile framework
- ⊘ Able to understand and apply agile ways of working to HR functions and services.
- ⊘ Be able to apply an agile approach to change initiatives in HR, and to project manage transformational change, including the implementation of business agility throughout the enterprise
- ⊘ Share the advantages and challenges of the transformation to business agility
- ⊘ Able to promote and assist their organization in understanding and adopting business agility
- ⊘ To build accountable and self-managing teams of multi-skilled employees that break down silos and focus on customer value.
- ⊘ Become a continuous learning dept. that can pivot and adapt to change as part of the normal course of doing business.
- ⊘ Develop your own flavour of business agility based on your culture and your business needs.
- ⊘ Move to an agile performance management system
- ⊘ Delegates completing this Agile HR specific course will be well positioned to become certified in international qualifications such as the Agile Business Consortium's Scrum Master and Agile PM Practitioner.

Agile HR

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