€TRAINING

Agile HR Transformation - A to Z of best practices

18 - 22 November 2024
Kuala Lumpur (Malaysia)

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REF: BV1965 DATE: 18 - 22 November 2024 Venue: Kuala Lumpur (Malaysia) - Fee: 5300 Euro

Introduction

Agile is an iterative method for creating projects that is backed by a culture of trust and teamwork and structured around experimentation, integration, and review. Agile has its origins in the realm of software development, but the agile philosophy and guiding principles are increasingly being put to the test in the field of human resources.

Agile HR is a methodology that emphasizes the HR function's rapid responsiveness and adaptability.

Course Objectives

At the end of this course, the participants will be able to:

- Understand when and how to use the agile values and principles.
- Recognize the advantages and results of handling HR processes in an agile manner.
- Learn novel strategies for involving line managers in agile HR practices.
- Develop your leadership and personal skills to operate in agile teams.
- forming agile teams and implementing agile frameworks

Targeted Audience:

- HR Managers
- HR Professionals
- Administration Managers
- Talent Management Supervisors
- HR Business Partners

Course Outline:

Unit1: Agility as Mindset

- What is Agility?
- Agility as a Mindset
- Organizations That Have Adopted Agile 3 Main Features
- The Agile Values
- The 12 Agile Principles
- Challenges for Agile HR Implementation

Unit 2: Planning Agile Performance Management

- Agile Performance Management Frameworks
- OKRs
- OKRs Canvas
- Doer⊡s Formula for OKRs
- OKRs ambitious & annoying
- Agile versus Non-Agile Performance Frameworks

Unit 3: Agile Culture in HR

- Types of Organizational Cultures
- Evolution of Organizational Paradigms
- Team Composition Multidisciplinary
- New Organizational Design
- Structuring an agile team
- Scrum for HR

Unit 4: Agile Talent Attraction

- Talent Attraction: From - To
- Employee Experience
- Agile Workplaces
- Agile Recruitment
- Scrum for Talent Acquisition
- Kanban in all HR Practices

Unit 5: Applying Agile to Learning & Compensation Practices

- Traditional Development vs. Agile development
- Agile Career Model
- Team Skills Matrix
- Learning Agility / Growth Mindset
- Compensation & Rewards from Where to Where?
- Agile Rewards & Incentives