

# € TRAINING

Agile HR Transformation - A to Z of best practices

2 - 6 December 2024  
Geneva (Switzerland)



# Agile HR Transformation - A to Z of best practices

REF: BV1965 DATE: 2 - 6 December 2024 Venue: Geneva (Switzerland) - Fee: 5940 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
- Doerl'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