

Agile for HR (ICP-AHR Certification)

2 Days | Virtual and Face-to-Face

If you are working in a company that adopts an agile value structure, it is important to understand that the people strategy and operation needs to change in a manner that not only compliments the new working model but helps all working within it excel. Performance management, recruitment, learning and development, compensation, benefits, and employee engagement all need to be adapted. But how? What are the specific skills required to successfully run an agile transformation from a people perspective?

This training places great emphasis on practical examples. Students will experience set of tools that they can use when getting started on their own agile HR initiative. An agile HR project case study walks students through the process of setting goals, developing user stories, implementing sprint planning, and monitoring the sprint using Kanban.

Students who demonstrate understanding and application of the course materials will receive the ICAgile Agility in HR (ICP-AHR) certification.

Learning Objectives

- Work within an agility focused structure
- Understand the characteristics of the agile mindset and how to change traditional human resources processes to reflect agile values
- Adapt the HR department and its work to create maximum value in an agile organization
- Adopt a new way of recruiting, conducting performance assessments, and holding compensation discussions
- Experience specific examples of what works and what doesn't work
- Use agile techniques like Scrum and Kanban with the human resources department

Intended Audience

Agile coaches, consultants, HR managers, HR Business Partners, HR professionals, line managers, operational & business managers, and consulting managers in both the private and public sectors.

Prerequisites

There are no prerequisites to attend this course.

Learning Topics

Topic
Organization Design, Functions, and Professional Careers
<ul style="list-style-type: none">• Designing for the new way of working<ul style="list-style-type: none">○ Understanding current structures and their impact○ Designing teams○ Alignment and optimization for the value stream○ Support for the development of Agile Leaders• Roles<ul style="list-style-type: none">○ Redefining roles and expectations○ Facilitate skill development and growth○ Incorporate the Agile mindset and core values into role definition• Professional Paths<ul style="list-style-type: none">○ Shortcomings of traditional career paths○ Modern Value-Based Journey Maps (Career Mosaic)
Learning and Development
<ul style="list-style-type: none">• Learning Culture/Learning Organization<ul style="list-style-type: none">○ Growth mindset as a facilitator of learning cultures○ Learner-centered and learner-driven○ Create time to train• Learning modalities<ul style="list-style-type: none">○ Industry, peer, and team-based learning○ Adaptive learning
Talent Acquisition
<ul style="list-style-type: none">• Recruitment<ul style="list-style-type: none">○ Innovative sources○ The power of the practical interview○ Candidate experience• Onboarding – The welcome experience<ul style="list-style-type: none">○ Second impressions○ Culture on Day 1○ Enablement

Effective Development

- Performance
 - Learning fast and tolerating failure
 - Support for individual performance
 - Team goals and performance support
 - System-oriented performance evaluation
 - Enable continuous feedback
 - Property-driven culture
- Intrinsic motivation
 - A culture driven by intrinsic motivation
 - Discover the motivators and demotivators
 - Nurture a self-motivated environment
- Incentives are not just financial
 - Flexible incentives
 - Alternative methods of grouping and categorizing to help eliminate classification systems
 - Fair and meaningful pay

The Agile Mindset in HR

- Application of agile practices to operations and initiatives
 - Enabling agility throughout the organization
 - Enable agility across the organization
 - Applying an agile mindset and practices to HR initiatives and operations
- Enable an Agile mindset in the organization
 - Provide the balance between culture and structure
 - Support transformation from the mindset
 - Creating a safe environment
- Core Function
 - Switch to people enablement
 - Integration within the company