

Partners for People Agility – Reinventing HR

The heartbeat of any enterprise is its people. Vision, strategy, and delivery plans are just empty promises until people bring them to life. Today, organizations are under constant pressure to deliver at speed in the face of disruption and constant change. These pressures challenge the ability of people to grow and thrive in their work. It's time for HR to make the leap from its traditional role as "Human Resources" to a new role as "Human Relations" where people strategy and people operations are integrated into the core DNA of the business.

This course explores how HR professionals, leaders and managers across an enterprise can partner to create a vibrant environment that enables people to do the best work of their lives. As enterprises embrace agility – what does that mean for people operations? This course challenges participants to think differently, learn new approaches, and reinvent not only the "employee experience" – but also the "team experience" and the "organization experience."

Course Content:

- The People Imperative – the context and business case for People Agility
- Business Agility – What is it? How does it affect People Operations?
- Designing the Agile Employee Experience -Hiring, Onboarding, Professional Development, Reward & Recognition
- Designing the Agile Team Experience - Launching, Developing, & Motivating Teams and Teams of Teams
- Designing the Agile Organizational Experience – Human Systems, Learning Organization, Culture
- Partners for People – HR and Management Enabling Agility
- The Path Forward to Engage People to Flourish in Agile Organizations

Learning Outcomes:

- Paint the “big picture” of what Business Agility is and how People Operations plays a critical role for an enterprise
- Describe how Agile ways of working can impact organizational structure, employee roles & responsibilities, and potential career paths
- Recognize how important both growth mindsets and psychologically-safe learning organizations are for effective Organizational Agility
- Summarize Agile approaches to recruiting and onboarding that bring Agility to finding, engaging, and assimilating new employees with their teams
- Understand options for enabling effective Agile performance by reimagining approaches for performance assessment, accountability, feedback, motivation, and incentives
- Describe how HR and people managers can partner together to enable extraordinary employee satisfaction and outcomes through Agility

You Receive:

- An immersive virtual learning experience facilitated by a highly respected instructor
- Access to supporting workshop material
- Continuing Education: Scrum Alliance: 16 Scrum Education Units (SEUs) & PMI: 14 Professional Development Units (PDUs)

Designed for:

HR Managers, Professionals & Business Partners

Senior Leaders, Operational Managers, Functional Managers, Line Managers

Agile Leaders and Consultants

Length: 16 hours of instruction

Format Options: Live online, Private online, Private onsite (available post COVID19)