

# Agile Talent

## Duration

**Classroom session:** 2 days

**LiveOnline:** 3 days (5 hours per session)

## Intended for

- HR professionals looking to lead and/or contribute significantly to agile transformations
- People and capability managers wanting to understand New Ways of Working (NWoW)
- Agile consultants, coaches, product managers and senior personnel involved with agile transformation

## Prerequisites

None. It could be beneficial for participants to have an understanding of agility, such as what is covered in our Business Agility Accelerator, Introduction to Agile or Agile Fundamentals courses.



**Agile Transformation is now a top priority for most organisations. This has enormous implications for the HR function which is central to the transition and on-going enablement of Agile cultures.**

This fast-track course is designed to bring HR professionals up-to-speed with the essential knowledge and frameworks required to confidently contribute to agile transformations at the enterprise level. This course goes way beyond basics and immerses participants in the theory that underpins agile organisations. Participants will leave understanding not just what practices are being adopted by agile organisations, but how and why such practices emerge. This knowledge will greatly benefit the participant by providing the necessary depth to formulate the most appropriate approach to Agile Talent for their organisations and unique circumstances. Each participant will also take part in a full day employee-experience design exercise that will explicitly link the theory with practical initiatives to accelerate agility.

## Learning outcomes

During this course you will learn about:

- The differences between rigid and agile organisations
- The imperative for agility
- Why the locus of performance is changing from the individual to the team
- What is required to enable agility in organisations from a mindset and cultural perspective
- The changing role of leadership in agile organisations
- The changing role of HR in agile organisations
- How to design employee journeys that accelerate the adoption of Agile Talent mindsets and initiatives

## Content

- What is Agile? When and how should it be adopted?
- The evolution of self-organising teams from “teams of teams” to “teaming”
- What is value? How can we optimise the delivery of value using value stream alignment?
- Using the Cynefin framework to inform the approach to talent management
- Collective intelligence: sharing knowledge effectively for empowered execution
- Agile culture: the growth mindset and continuous learning
- Psychological safety and its impact on team performance
- Adaptive and Servant leadership and the role of leaders in agile environments
- Employee engagement and experience using employee journey mapping
- T-Shaped skills: The attributes of desirable workers
- Organisational vs personal identity socialisation
- Techniques in recruitment, onboarding, job role design, rewards, performance development, learning and development

## Method Used

Lecturing is kept to the minimum necessary, most of the learning is achieved by applying the practices and techniques in group exercises.

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## **Delivery:**

This program is offered as a classroom-based course as well as a LiveOnline program. Our LiveOnline delivery is over three days (each five hours in duration). The instructor is 100% live and interaction and learning objectives are the same as our in-person classes with the added benefit of being able to take this course from your home, your office or your home office. Since this class is delivered over half-days it allows for greater flexibility and leaves you with time each day for other work or activities.

## **Certification:**

ICAgile accredited course: The ICP-AHR certification from ICAgile is granted on the successful completion of this course. This certification is part of the ICAgile Business Agility Track along with our Business Agility Accelerator and Adaptive Leadership courses.