Agile HR in a Nutshell

Reinventing People Operation Practices

We are uncovering better ways of developing an engaging workplace culture by doing it and helping others do it.

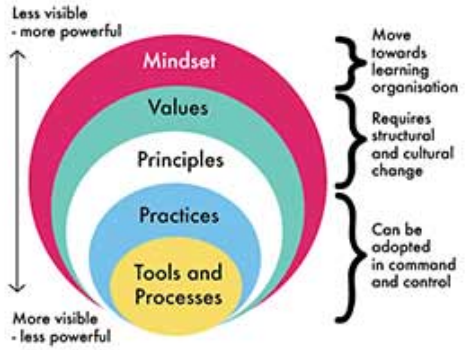
Through this work we have come to value:

Collaborative networks over hierarchical structures
Transparency over secrecy
Adaptability over prescriptiveness
Inspiration and engagement over management and retention
Intrinsic motivation over extrinsic rewards
Ambition over obligation

Version 1.2

Agile for HR

Embracing the Mindset



Ways of Working

Cross-functional team iteratively delivering value together

T-shaped people

Scrum or Kanban Board

- Standups
- Review
- Retrospective
- Portfolio & Prioritization

Working Agreement

Co-create Employee Experience

to deliver business value

Mapping the employee experience to redesign the user and people experience of work to be more human centric and support high performance

Evidence-based

Thinking like a scientist to create valuable solutions

- Prototype
- Test
- Data & analytics
- Feedback
- Experiment
- Validate

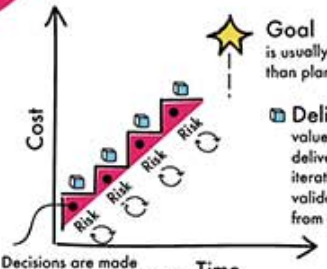
Waterfall - or "Faith Driven Change"

All difficult decisions in the beginning

Delivers in one Big Bang. Analyzing and planning without testing and changing the plan, usually gives late surprises, and deliveries not meeting business goals nor employee needs

VS

Agile - or "Value Driven Change"



Goal is usually met earlier than planned

Delivers value in incremental deliveries with iterative improvements validated by feedback from users

Decisions are made continuously and validated

HR for Agile

Organizational Design for Agile

Clear leadership vision and purpose

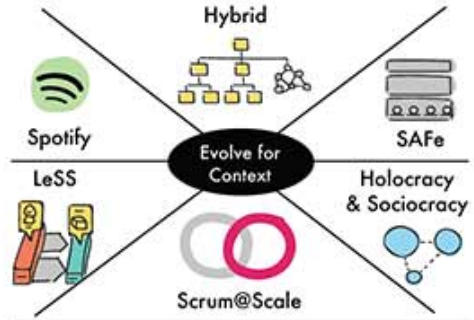
Teams making data driven decisions

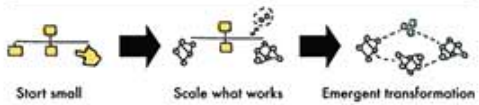
Customer Centric

New Agile roles

Alignment & autonomy

Understand Agile Organizations





Agile HR Services

E.g Rewards, Performance, Recruitment and Career Development

Cynefin

Modern Agile

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