



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

P.O Box 21457-00100

Nairobi - Kenya

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Adapting For Tomorrow: Learning Agility & Future-ready Hr Teams Training Course

Duration: 5 days

On-Site

01 Who Should Attend

- HR directors and managers
- HR business partners
- Talent management and development leaders
- Learning and development specialists
- Organizational development specialists
- HR analysts and data professionals
- Talent acquisition specialists
- Anyone responsible for HR team strategy
- Emerging HR leaders
- Business consultants specializing in talent strategy

02 About the Course

In a world defined by constant disruption and digital transformation, the ability of HR teams to learn, unlearn, and relearn quickly is the new currency of success. This training course is meticulously designed to equip HR professionals with the strategic mindset and practical tools needed to develop learning agility, ensuring they remain relevant and effective as strategic partners to the business. By mastering the core principles of adaptability and a growth mindset, you can move beyond traditional HR practices and build a forward-thinking, resilient team prepared to meet the challenges of the future of work. This program provides the essential blueprint for transforming HR into a proactive, agile, and indispensable function.

This comprehensive curriculum offers a practical deep dive into the key components of learning agility, from understanding how to assess it in your team to implementing strategies for continuous development. You will learn how to foster a culture of curiosity, experiment with new ideas, and leverage feedback to drive personal and team growth. The course focuses on real-world scenarios and interactive exercises, helping you to build the skills necessary to lead with confidence in an unpredictable environment. By the end of this program, you will not only be proficient in the principles of learning agility but also be prepared to champion innovation, drive strategic change, and architect a future-ready HR team.



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03 Workshop Objectives

- Understand the core components of learning agility.
- Master a framework for assessing and developing learning agility in HR teams.
- Cultivate a growth mindset and a culture of continuous learning.
- Identify future-ready skills and competencies for the HR function.
- Design and implement an agile HR operating model.
- Leverage technology and data to support learning and development.
- Lead and manage teams through periods of significant change.

04 Module Topics

Module 1: The Foundations of Learning Agility

- ▶ ??? What is learning agility and why it is critical for HR today.
- ▶ ??? The link between learning agility, performance, and career success.
- ▶ ??? The five key dimensions of learning agility.
- ▶ ??? Understanding the difference between a fixed and growth mindset.
- ▶ ??? Case studies of agile organizations and HR functions.

Module 2: Assessing and Developing Agility

- ▶ ??? Tools and methods for assessing learning agility in individuals and teams.
- ▶ ??? Creating a feedback-rich environment to fuel growth.
- ▶ ??? The role of stretch assignments and experiential learning.
- ▶ ??? Building a personal development plan for continuous learning.
- ▶ ??? Strategies for coaching and mentoring for agility.

Module 3: Future-Ready Skills for HR



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- ▶ ??? Identifying emerging trends in HR and their impact on skills.
- ▶ ??? The shift from administrative skills to strategic and analytical competencies.
- ▶ ??? Developing proficiency in HR technology and people analytics.
- ▶ ??? The importance of digital literacy and business acumen.
- ▶ ??? Building skills in change management and organizational design.

Module 4: An Agile HR Operating Model

- ▶ ??? The principles of an agile HR function.
- ▶ ??? Moving from traditional processes to an iterative and experimental approach.
- ▶ ??? Using agile methodologies (e.g., sprints) in HR projects.
- ▶ ??? The importance of cross-functional collaboration and a flexible structure.
- ▶ ??? Creating a culture that embraces ambiguity and experimentation.

Module 5: Leading with Agility

- ▶ ??? The role of the agile leader in fostering a learning culture.
- ▶ ??? How to lead a team through uncertainty and change.
- ▶ ??? Empowering autonomy and decision-making within your team.
- ▶ ??? Strategies for building trust and psychological safety.
- ▶ ??? The importance of self-reflection and personal agility.

Module 6: Technology and Analytics for Learning

- ▶ ??? Leveraging HR technology to support continuous learning.
- ▶ ??? Using people analytics to identify skill gaps and development needs.
- ▶ ??? The role of AI and machine learning in personalized learning paths.
- ▶ ??? Creating a digital learning ecosystem for your HR team.
- ▶ ??? Measuring the impact and ROI of learning initiatives.

Module 7: Implementation and Strategic Roadmap



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- ▶ ??? Developing a strategic roadmap for building a future-ready HR team.
- ▶ ??? Gaining buy-in from senior leadership for your initiatives.
- ▶ ??? Communicating the value of learning agility to the business.
- ▶ ??? The importance of celebrating small wins and fostering momentum.
- ▶ ??? A personal action plan for transforming your HR team.