



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

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Nairobi - Kenya

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Agile HR For The Modern Workplace Training Course

Duration: 5 days

On-Site

01 Who Should Attend

- This course is tailored for HR professionals at all levels who are interested in bringing Agile practices to their organizations. It is ideal for:
 - HR Managers and Directors
 - HR Business Partners
 - Talent Acquisition Specialists
 - Learning & Development Professionals
 - Organizational Development Consultants
 - Anyone involved in shaping and managing HR strategies within their organization

02 About the Course

In today's fast-paced, ever-evolving business environment, HR professionals need to adapt to change quickly and effectively. The Agile HR for the Modern Workplace Training Course is designed to help HR leaders and teams embrace Agile methodologies to enhance flexibility, speed, and collaboration within their organizations. This course introduces the principles of Agile HR, focusing on how HR functions can be optimized to deliver value continuously in a dynamic work culture.

Participants will learn how to apply Agile frameworks like Scrum, Kanban, and Lean to HR processes, enabling them to support business goals more effectively. The course emphasizes adaptability, cross-functional teamwork, and iterative improvements—all critical components of the modern workplace. Whether you're looking to improve your organization's talent management, employee engagement, or overall workforce agility, this course provides the tools and knowledge necessary to drive transformation.



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03 Workshop Objectives

- Understand Agile Methodologies ??? Grasp the core principles of Agile frameworks such as Scrum, Kanban, and Lean, and how they can be effectively applied to HR functions.
- Apply Agile in HR Functions ??? Implement Agile practices across HR processes, including recruitment, performance management, learning and development, and employee engagement, to increase responsiveness and productivity.
- Promote Flexibility and Collaboration ??? Foster a collaborative, flexible work culture where HR teams can easily adapt to changing business needs and prioritize tasks efficiently.
- Improve Employee Experience ??? Utilize Agile principles to improve employee experience, enhance communication, and drive continuous improvement in people management practices.
- Lead Organizational Transformation ??? Equip HR professionals with the tools to guide their organizations through a successful Agile transformation, enhancing performance and accelerating change.

04 Module Topics

Module 1: Introduction to Agile HR

- ??? Overview of Agile principles and values.
- ??? Understanding the Agile mindset and its relevance in HR.
- ??? Key differences between traditional HR and Agile HR.

Module 2: Agile Methodologies in HR

- ??? Introduction to Scrum, Kanban, and Lean frameworks.
- ??? How these methodologies can transform HR processes.
- ??? Practical examples of Agile frameworks in HR.

Module 3: The Role of HR in the Modern Workplace

- ??? The evolving role of HR in a fast-paced, dynamic business environment.
- ??? Aligning HR practices with business objectives and values.
- ??? Integrating Agile principles into HR strategies.



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Module 4: Agile HR Practices for Talent Acquisition

- ??? Implementing Agile in recruitment and hiring processes.
- ??? Using Kanban boards for managing candidate pipelines.
- ??? Enhancing collaboration between hiring teams and stakeholders.

Module 5: Agile Performance Management

- ??? Shifting from annual performance reviews to continuous feedback.
- ??? Establishing iterative goal-setting frameworks.
- ??? Applying Agile principles to performance evaluation and management.

Module 6: Building Cross-Functional HR Teams

- ??? Encouraging collaboration and self-organizing teams within HR.
- ??? How to structure HR teams for Agile success.
- ??? Agile team roles in HR: Scrum Master, Product Owner, and Team Members.

Module 7: Agile Learning & Development

- ??? Creating learning environments that promote continuous growth.
- ??? Using Agile methods for designing and delivering training programs.
- ??? Feedback loops in L&D and iterative course improvements.

Module 8: Agile Employee Engagement and Well-Being

- ??? Fostering an Agile workplace culture that supports employee well-being.
- ??? Measuring and improving employee engagement using Agile tools.
- ??? Developing iterative approaches to engagement surveys and feedback.

Module 9: Leveraging HR Technology for Agile Success

- ??? Tools and software to support Agile HR processes (e.g., HRIS, ATS, LMS).
- ??? Integrating Agile technology for real-time updates and data-driven decision-making.
- ??? Choosing the right digital tools to enhance HR agility.

Module 10: Managing Change with Agile HR



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- ▶ ??? Leading change initiatives through an Agile HR framework.
- ▶ ??? Navigating resistance and promoting Agile adoption within the organization.
- ▶ ??? Aligning change management processes with Agile principles.

Module 11: Agile HR Metrics and KPIs

- ▶ ??? Identifying and tracking Agile HR metrics that drive performance.
- ▶ ??? Measuring the success of Agile HR initiatives.
- ▶ ??? Setting KPIs for Agile-driven HR outcomes.

Module 12: Scaling Agile HR Across the Organization

- ▶ ??? Strategies for scaling Agile HR practices organization-wide.
- ▶ ??? Overcoming challenges in Agile HR transformation.
- ▶ ??? Building a sustainable Agile HR culture in the long term.