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

Agile for HR

Embracing the Mindset

- Less visible - more powerful
- More visible - less powerful

Values
Principles
Practices
Tools and Processes

Move towards learning organisation
Requires structural and cultural change
Can be adopted in command and control

Agile for HR Services

Organizational Design for Agile

- Clear leadership vision and purpose
- Teams making data driven decisions

HR for Agile

Understand Agile Organizations

- Hybrid
- Spotify
- Evolve for Context
- SAFe
- Holacracy & Sociocracy
- Scrum@Scale

No more HIPPO decisions

We listen to improve continuously
We visualize to get a shared understanding
We collaborate & co-create

Evidence-based Co-create Employee Experience to deliver business value

We listen to improve continuously
We visualize to get a shared understanding
We collaborate & co-create

Evidence-based
Thinking like a scientist to create valuable solutions

Employee Value
Business Value
Customer Value

Hypotheses
We believe that we will create a great workplace.

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

New Agile roles
Alignment & autonomy

Best Practises
- Chaos
- Sense
- Respond
- Novel

Good Practices
- Complex
- Probe
- Sense
- Respond
- Emergent

Cynefin

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

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

Waterfall - or “Faith Driven Change”

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

Agile - or “Value Driven Change”

Goal is usually met earlier than planned

All difficult decisions in the beginning

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

Constant feedback and improvements

Modern Agile

Deliver Value Continuously

Make People Awesome

Make Safety a Prerequisite

Deliver Value Continuously

Make People Awesome

Make Safety a Prerequisite

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Version 1.1

Modern Agile by Joshua Kerievsky

Thinking like a scientist to create valuable solutions

Hypotheses
Org. Change, Innovate

Processes
Standard processes, Policies

Checklists, Payroll

Viral reputational damage

Is this process empowering or controlling?

Let’s find something that helps you succeed!

Are we compliant?

Let’s find something that helps you succeed!

Are we compliant?

DANDY PEOPLE

Make People Awesome

Make Safety a Prerequisite

Hybrid

E.g Rewards, Performance, Recruitment and Career Development

Regulations

Operational Excellence

Make People Awesome

Make Safety a Prerequisite

Viral reputational damage

Are we compliant?

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