Agile HR in a Nutshell
Reinventing People Operation Practices

Embracing the Mindset

Less visible - more powerful
Values
Principles
Practices
Tools and Processes

More visible - less powerful
Mindset

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

Co-create Employee Experience
to deliver business value

We listen to improve, continuously
We collaborate & co-create
We visualize to get a shared understanding
Mapping the employee experience to redesign the user and people experience of work to be more human centric and support high performance

Agile for HR
Ways of Working

Scrum or Kanban Board

Cross-functional team iteratively delivering value together
T-shaped people

• Standups
• Review
• Retrospective
• Portfolio & Prioritization
• Working Agreement

Evidence-based

Thinking like a scientist to create valuable solutions

Prototype
Test
Data & analytics
Feedback
Experiment
Validate

Evidence-based

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

Organizational Design for Agile

Clear leadership vision and purpose

Teams making data driven decisions

Customer Centric

New Agile roles

Alignment & autonomy

Understand Agile Organizations

Hybrid

Spotify

Evolve for Context

SAFe

LeSS

Holacracy & Sociocracy

Start small
Scale what works
Emergent transformation

Agile for HR Services

HR for Agile

Agile is Needed here

No more HIPPO decisions

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

T-shaped people
Cross-functional team iteratively delivering value together

We act
Plan
Do
Check
Experiment

Complex

Probe
Sense
Respond
Emergent

Complicated

Sense
Analyze
Respond
Good Practices

Obvious

Sense
Categorise
Respond
Best Praclices

Chaos

Act
Sense
Respond
Novel

Modern Agile

Make People Awesome

Make Safety a Prerequisite

Deliver Value Continuously

Expire & Learn Rapidly

Cynefin

Make People Awesome

Regulations

Make People Awesome

Safety

Make People Awesome

E.g. Rewards, Performance, Recruitment and Career Development

Agile HR Services

CYNEFIN by Dave Snowden

Cyanin by AWA, Simon Power

Free Download: dandypeople.com/blog

Modern Agile by Joshua Kerievsky

Agile HR Manifesto: agilehrmanifesto.org

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

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In collaboration with Agile HR Community: riina.HELLSTROM@agilehrcommunity.com
natal.dank@agilehrcommunity.com

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Customer Centric

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