

Agility in human resource management

Agile and Refinement
Amsterdam (Netherlands)
10 - 14 Feb 2025

UK Training

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Ref: 321707_144453 **Date:** 10 - 14 Feb 2025 **Location:** Amsterdam (Netherlands) **Fees:** 4200 Euro

Introduction

The world changes at an unprecedented pace, organisations must navigate through change and use it as an opportunity to get better, rather than simply getting through. Running projects and business operations in an agile way is a key part of business agility, but organization agility will not be automatic. Agile businesses also need an agile strategy including an agile approach to their market.

This Organizational Agility Masterclass training course is designed to help organizations become more adaptive, creative, and resilient. Delegates will explore and master the elements required to make any organization truly agile.

Why businesses need to be agile
Lean and agile principles
Vision for agility and leadership
Skills and tools needed to support business agility
Strategies to put the fundamentals of agile and lean into action

Course Objectives

- Understand the Agile mindset and its underlying principles, such as pragmatism, the power of choice, and adapting to context.
- Apply multiple leading agile and lean approaches value stream maps, Kanban values, principles and practices, A3s, and lean thinking
- Implement a model for change that is based on current management thinking and human dynamics
- Execute techniques to help examine and improve your work practices
- Effectively put these strategies into action on your agile team and ensure effective implementation.

Course Outlines

Day 1

- The Current Business Contexts & Challenges

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) on it. The pieces are gold and silver. The board is white and black squares. In the background, there are concentric circles radiating from the center.

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- Defining VUCA in the Modern World: the “New Norm”
- Impact of Volatility on the Team and Organisation
- Understanding the evolving needs of customers
- Acknowledging the emerging threats from the macro-environmental dynamics
- Understanding the challenges and opportunities facing the business
- Customer & stakeholder analysis: The Value proposition

Day 2

- The Genesis of Business Agility
- Foundations of Business Agility
- Application of Complexity Theory to the business environment
- What is an Agile Business?
- Why do businesses need to be agile?
- Lean and agile principles
- Reframing all work in terms of value-adding performance criteria

Day 3

- The Business Agility Framework
- Agile People & Culture
- Agile Leadership
- Agile Strategy
- Agile Governance
- Agile Structure
- Agile Business operations

Day 4

- Skills and Tools to Sustain Business Agility
- Understanding and leading change
- Building customer value and empathy
- Breaking paradigms
- Creating space for ideation and innovation
- Learning to identify and eliminate waste

Day 5

- Personal Competencies to Enhance Agility
- Common challenges in business agility
- Creating a growth mindset
- Working effectively in empowered teams
- Listening and collaboration skills
- Personal agility and building a personal brand
- Preparing a Personal Agility Plan for execution in the workplace

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