

Agility in Human Resource Management: Transforming HR

Agile and Refinement
Kigali (Rwanda)
24 - 28 Nov 2025

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Agility in Human Resource Management: Transforming HR

Ref: 321707_144480 **Date:** 24 - 28 Nov 2025 **Location:** Kigali (Rwanda) **Fees:** 3300 **Euro**

Course Description

This intensive 5-day course equips HR professionals with the knowledge and skills to implement agile methodologies in human resource management. Participants will learn how to adapt HR practices to support organizational agility, foster innovation, and drive employee engagement in rapidly changing business environments.

Learning Objectives

- Understand the principles of agile HR and their application in modern organizations
- Develop strategies for agile talent acquisition, development, and retention
- Learn to implement agile performance management and feedback systems
- Acquire skills to facilitate organizational change and cultural transformation
- Master agile tools and techniques for HR process improvement

Course Modules

Day 1: Introduction to Agile HR

- Agile principles and their relevance to HR
- The evolving role of HR in agile organizations
- Agile mindset and values for HR professionals
- Case studies of successful agile HR transformations

Day 2: Agile Talent Management

- Agile recruitment and onboarding strategies
- Developing agile learning and development programs
- Agile succession planning and career pathing
- Fostering a culture of continuous learning and adaptation

Day 3: Agile Performance Management

- Rethinking traditional performance reviews
- Implementing continuous feedback systems
- Agile goal-setting and OKRs Objectives and Key Results
- Measuring and improving employee engagement in agile environments

Day 4: Organizational Design and Change Management

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- Designing agile organizational structures
- Facilitating cross-functional collaboration and team autonomy
- Change management techniques for agile transformations
- Building resilience and adaptability in the workforce

Day 5: Agile HR Tools and Processes

- Applying Scrum and Kanban to HR processes
- Data-driven decision making in agile HR
- HR analytics and agile reporting
- Creating an agile HR roadmap for your organization

Practical Wins for Participants

- Develop an agile HR strategy tailored to your organization
- Create an agile performance management framework
- Design an agile talent acquisition and development plan
- Construct an HR process improvement roadmap using agile methodologies

A graphic of a chessboard with several chess pieces. A gold king piece is prominent in the foreground, with a silver pawn and a gold pawn nearby. In the background, there are concentric circles emanating from a point on the board.

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