

Creating the Agile HR Function

Overview:

A seat at the strategic table...something to say that encompasses true business partnership....delivering results that drive business impact? In these chaotic times, it all begins with becoming **agile**. In this session, participants will delve into the concept of agility and the importance of being agile in today's turbulent times.

The Merriam-Webster dictionary defines agility as "marked by ready ability to move with quick easy grace or having a quick, resourceful and adaptable character"*. **Agility** is the individual and organizational foundation for doing things quicker, cheaper and better; encompassing change, thinking and results.

There are five key organizational processes that distinguish an agile HR function:

- Anticipating Change
- Generating Confidence
- Initiating Action
- Liberating Thinking
- Evaluating Results

Taken to the next level of true business partnership, the creation of an agile HR function ensures operational alignment between the various processes of HR with the multiple functions of business operations, thus enhancing the potential for a realistic and results-oriented business partnership.

At the end of the session, participants will engage in a dialogue about linking strategy, people and results. More importantly participants will also discuss taking initial actions to becoming an Agile HR function in their organizations.

Focus Areas:

- The Keys to Agility
- Integrating Agile Action into HR Processes
- Using Agile HR Processes to Drive Results
- Ensuring Continuous Agile Improvement

OJI – On the Job Impact:

- Use the HR Impact Guide for prioritizing efforts back on the job
- Participate in an AgileStorming Session for creating applications for HR changes
- Set up a portfolio of measures for determining human capital impact

Who Will Benefit:

Directors and above who are responsible for transforming HR to better meet the needs of their organizations.