BLACKBIRD FOR TRAINING

Agility in human resource management

20 – 24 September 2027
Paris (France)



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Introduction

In a rapidly changing world, organizations must embrace agility to thrive rather than just survive. Organizational agility enables businesses to adapt, innovate, and excel in the face of volatility and uncertainty. This masterclass focuses on equipping professionals with the tools and mindset necessary for fostering agility within their teams and organizations. It integrates concepts like agile human resource management, agile methodology in HR, and agile workforce management to align people strategies with business agility goals.

Participants will explore how to leverage strategic human resource management and dynamic HR solutions to drive transformation. This course is ideal for HR professionals, managers, and leaders aiming to understand agile HR principles and implement effective strategies for organizational success.

Course Objectives

By the end of this training, participants will be able to:

- Grasp the agile mindset and its principles, including pragmatism, adaptability, and human-centered approaches.
- Apply agile HR analytics and lean practices to optimize value creation.
- Understand the role of HR in agile transformation and how to foster an agile workforce.
- Implement techniques to enhance organizational resilience, creativity, and collaboration.
- Develop a personal agility plan to ensure effective implementation in their workplaces.

Course Outlines

Day 1: Current Business Contexts and the Impact of Volatility

- The current business landscape and emerging challenges.
- Understanding VUCA Volatility, Uncertainty, Complexity, Ambiguity in the modern world.
- Impact of volatility on organizations and teams.
- Customer and stakeholder analysis for value proposition development.
- Addressing macro-environmental threats and opportunities.



Day 2: Foundations of Business Agility and Complexity Theory

- Introduction to business agility and its importance.
- The application of agile methodology in addressing complexity.
- Core principles of lean and agile HR.
- Reframing work processes based on value-adding performance.

Day 3: The Business Agility Framework

- Understanding the Business Agility Framework.
- The role of agile leadership, culture, and governance.
- Strategies for aligning HR transformation with agile goals.
- Enhancing agile business operations and structures.

Day 4: Tools for Sustaining Agility and Leading Innovation

- Tools and techniques for sustaining business agility.
- Leading organizational change and fostering agile talent management.
- Building customer empathy and enhancing value delivery.
- Driving ideation and innovation while eliminating inefficiencies.

Day 5: Personal Competencies and Overcoming Challenges

- Developing personal agility to navigate challenges.
- Building a growth mindset within empowered teams.
- Enhancing listening and collaboration skills for better outcomes.
- Crafting a personal agility plan to implement in professional settings.

Why Attend This Course: Wins & Losses!

- Learn how agile HR solutions can transform your organization.
- Gain insights into strategic human resource management and its alignment with business agility.
- Understand how to implement agile workforce management practices to foster innovation.
- Enhance your role in driving agile HR transformation and creating an adaptive organizational culture.
- Build a personal framework for agility in human resource management and apply it to real-world scenarios.

Conclusion

This masterclass is a comprehensive guide to fostering organizational agility by aligning strategy, leadership, and culture with agile principles. By integrating agile HR methodologies and focusing on dynamic HR solutions, participants will be equipped to lead change and innovation in their organizations. Whether you're an HR professional, a leader, or a strategist, this course will empower you to drive performance, adapt to challenges, and create a resilient, high-performing organization.



Join us to redefine your role in the era of agility and unlock the full potential of your workforce.

