

Agility in human resource management

Madrid (Spain)

22 - 26 September 2025

UK Training

PARTNER



Agility in human resource management

Code: DG28 From: 22 - 26 September 2025 City: Madrid (Spain) Fees: 4400 Pound

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.

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: Current Business Contexts and Understanding the Impact of Volatility on Teams and Organizations

- The Current Business Contexts & Challenges.
- 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: Foundations of Business Agility and Applying Complexity Theory in Business

- 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?

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on it. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

UK Training
PARTNER

- Lean and agile principles.
- Reframing all work in terms of value-adding performance criteria.

Day 3: The Business Agility Framework: Leadership, Culture, Strategy, and Operations

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

Day 4: Skills and Tools for Sustaining Business Agility: Leading Change and Innovation

- 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 for Enhancing Agility and Overcoming Challenges

- 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.

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) in gold and silver. The board is set against a background of concentric white circles on a light gray surface.

UK Training
PARTNER

Blackbird Training Cities

Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)
(Netherlands)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



Blackbird Training Cities

USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

Africa



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Pulau Ujong (Singapore)



Jakarta (Indonesia)



Amman (Jordan)



Beirut (Lebanon)

UK Training
PARTNER

Blackbird Training Cities

Asia



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



Blackbird Training Clients



UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training



 International House 185 Tower Bridge
Road London SE1 2UF United Kingdom

 +44 7401 1773 35
+44 7480 775526

 Sales@blackbird-training.com

 www.blackbird-training.com



UK Training
PARTNER

The image features a chessboard graphic with several chess pieces (a king, a pawn, and a knight) on a checkered surface. The text 'UK Training PARTNER' is overlaid on the board, with 'PARTNER' in a larger, bold font.