

Agility in human resource management

Kigali (Rwanda)

3 - 7 February 2025

UK Training

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Agility in human resource management

Code: DG28 From: 3 - 7 February 2025 City: Kigali (Rwanda) Fees: 3300 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.

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- 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) on it, set against a background of concentric circles. The text 'UK Training PARTNER' is overlaid on the board.

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