

ACTIVATING INNOVATION IN HUMAN RESOURCE MANAGEMENT



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Introduction

Activating Innovation in Human Resource Management Training Course equips HR professionals with practical methods to embed innovation into everyday people practices. Organizations increasingly expect HR teams to move beyond administrative tasks and become strategic partners who drive change. This course explores how design thinking, digital tools, and agile principles can reshape recruitment, talent development, and employee engagement. Participants examine real case studies and proven frameworks that link innovation to measurable business outcomes. Furthermore, the course highlights how HR can champion a culture that welcomes new ideas. By blending theory with hands-on exercises, learners build confidence to introduce innovative solutions within their own departments. As a result, graduates leave ready to lead HR transformation initiatives.

Activating Innovation in Human Resource Management Course Objectives

- Apply design thinking principles to redesign core HR processes such as recruitment and onboarding
- Use agile methods to accelerate HR project delivery and improve responsiveness to business needs
- Build an innovation mindset across HR teams through structured ideation techniques
- Evaluate digital HR platforms and automation tools that streamline talent management
- Develop employee experience maps to identify pain points and improvement opportunities
- Apply the ADKAR change management model to support innovation adoption
- Create HR innovation labs or pilot programs to test new solutions safely
- Use HR analytics and scorecards to measure the impact of innovation initiatives
- Strengthen collaboration between HR and other departments to co-create solutions
- Develop an action plan to embed a culture of continuous innovation in HR



Course Methodology

- Interactive lectures introducing innovation frameworks and HR technology trends
- Case study analysis of organizations that transformed HR through innovation
- Hands-on workshops using design thinking canvases and ideation tools
- Group exercises applying agile sprints to HR project scenarios
- Practical simulations of employee experience mapping and process redesign
- Structured discussions and peer feedback on innovation action plans

Who Should Take This Course

- HR managers and officers seeking modern HR practices
- Talent acquisition and recruitment specialists
- Learning and development professionals
- HR business partners supporting organizational change
- Department heads overseeing people management functions
- Consultants advising on HR transformation projects

Activating Innovation in Human Resource Management Course Outlines

Day 1: Foundations of Innovation in HR

- Define innovation and its role in modern HR management
- Explore trends shaping the future of human resources
- Distinguish between incremental and disruptive HR innovation
- Introduce design thinking as a core innovation framework

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- Identify barriers to innovation within HR departments
- Review case studies of innovative HR practices
- Set personal goals for applying innovation on the job

Day 2: Design Thinking for HR Processes

- Apply empathy mapping to understand employee needs
- Use ideation techniques to generate HR process improvements
- Build prototypes for revised recruitment and onboarding workflows
- Test and refine HR process prototypes with feedback
- Map the end-to-end employee experience journey
- Identify quick wins for process redesign
- Align design thinking outputs with business objectives

Day 3: Agile and Digital Tools for HR

- Introduce agile principles applied to HR project management
- Run a mock agile sprint for an HR initiative
- Explore digital HR platforms and automation opportunities
- Assess HR analytics tools for data-driven decisions
- Use HR scorecards to track innovation performance
- Discuss artificial intelligence applications in talent management
- Evaluate readiness for digital HR transformation

Day 4: Leading Change and Building Innovation Culture

- Apply the ADKAR model to manage innovation-related change



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- Address resistance to new HR practices and tools
- Design an HR innovation lab or pilot program
- Strengthen cross-department collaboration for co-created solutions
- Build structures that encourage continuous employee feedback
- Explore leadership behaviors that sustain innovation culture
- Practice communicating change to stakeholders effectively

Day 5: Sustaining and Measuring HR Innovation

- Develop key performance indicators for HR innovation initiatives
- Create a roadmap for scaling successful pilot programs
- Align HR innovation with overall business strategy
- Build a personal action plan for continuous improvement
- Review governance practices for managing innovation risk
- Present innovation projects for peer and facilitator feedback
- Summarize key takeaways and next steps

Conclusion

By successfully completing Activating Innovation in Human Resource Management, participants will gain practical skills in design thinking, agile HR methods, digital tools, and change management. They will also acquire the confidence to lead innovation projects that improve recruitment, employee experience, and overall HR performance. Furthermore, participants will understand how to measure innovation impact using HR analytics and scorecards. Gentex Training Center's Activating Innovation in Human Resource Management Training Course prepares HR professionals to build a lasting culture of innovation within their organizations.





FAQs

Q1 What is the "Activating Innovation in Human Resource Management" course about?

This course explains how HR professionals can apply innovation methods, including design thinking and agile practices, to modernize recruitment, employee experience, and talent management. It focuses on practical tools that help HR teams move from routine administration toward strategic, forward-thinking people management.

Q2 What are the key benefits of the "Activating Innovation in Human Resource Management" course?

Participants gain the ability to redesign HR processes for greater efficiency, adopt digital tools confidently, and lead change initiatives. The course also strengthens collaboration between HR and business leaders, resulting in HR functions that add measurable strategic value.

Q3 What skills will I gain from the "Activating Innovation in Human Resource Management" course?

Learners develop skills in design thinking, agile HR project management, HR analytics, and change management. These four core skills allow HR professionals to plan, test, and scale innovative solutions across recruitment, onboarding, and employee engagement functions.



Q4 What tools, methods, or standards are covered in the "Activating Innovation in Human Resource Management" course?

The course covers design thinking canvases, agile sprint techniques, the ADKAR change model, HR analytics dashboards, and HR scorecards. Participants also explore digital HR platforms and automation tools used to streamline talent management processes.

Q5 How is the "Activating Innovation in Human Resource Management" course applied in real-world practice?

Participants apply course concepts by mapping employee experience journeys, piloting HR innovation labs, and using agile sprints to test new recruitment or onboarding workflows. These practices help HR teams introduce sustainable improvements within their own organizations.