

AGILITY IN HUMAN RESOURCE MANAGEMENT



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Introduction

Agility in Human Resource Management Training Course helps HR professionals build the flexibility and responsiveness needed to support fast-changing organizations. Businesses now operate in dynamic environments where traditional, rigid HR processes can slow decision-making and limit growth. This course guides participants through agile principles and practical methods for redesigning HR processes to respond quickly to changing business needs. Furthermore, it explores how agile teams, iterative planning, and continuous feedback loops improve HR service delivery. Participants will learn to apply agile frameworks to recruitment, performance management, and workforce planning. As a result, they will leave equipped to lead HR functions that adapt quickly and deliver greater value to the business.

Agility in Human Resource Management Course Objectives

- Apply core agile principles to human resource management practices
- Use Scrum and Kanban methods to manage HR projects and workflows
- Design agile performance management systems with continuous feedback
- Build cross-functional HR teams using agile team structures
- Apply design thinking to improve employee experience and HR services
- Use sprint planning techniques to manage recruitment and onboarding
- Develop agile workforce planning models that respond to changing demand
- Implement retrospectives to continuously improve HR processes
- Apply the Agile HR Manifesto to guide cultural transformation
- Measure agile HR outcomes using relevant performance indicators

Course Methodology



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- Interactive lectures on agile HR principles and frameworks
- Case study analysis of agile transformations in HR functions
- Hands-on workshops using Scrum and Kanban boards
- Simulation exercises on sprint planning for HR projects
- Group discussions on applying design thinking to HR services
- Practical exercises on running effective retrospectives
- Continuous feedback and Q&A throughout each session

Who Should Take This Course

- HR managers and HR business partners
- Talent acquisition and recruitment professionals
- Performance management and L&D specialists
- Organizational development practitioners
- HR project and change management leaders
- Team leaders driving HR process improvement

Agility in Human Resource Management Course Outlines

Day 1: Foundations of Agile HR

- Introduction to agile principles and the Agile HR Manifesto
- Differences between traditional and agile HR models
- Benefits of agility for HR service delivery
- Overview of Scrum and Kanban frameworks
- Building an agile mindset within HR teams



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- Common barriers to agile HR adoption
- Case study: HR functions adopting agile practices

Day 2: Agile Team Structures and Workflows

- Designing cross-functional HR teams
- Applying Scrum roles to HR projects
- Using Kanban boards to manage HR workflows
- Prioritizing HR tasks using backlogs
- Facilitating daily stand-up meetings
- Managing HR project timelines with sprints
- Workshop: building an HR Kanban board

Day 3: Agile Recruitment and Onboarding

- Applying sprint planning to recruitment cycles
- Streamlining candidate screening using agile methods
- Designing iterative onboarding programs
- Using feedback loops to improve hiring quality
- Collaborating with hiring managers using agile ceremonies
- Measuring recruitment agility with metrics
- Practical exercise: sprint planning for a hiring project

Day 4: Agile Performance Management

- Moving from annual reviews to continuous feedback
- Setting OKRs to align individual and team goals
- Conducting regular check-ins and feedback sessions



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- Applying design thinking to employee experience
- Building agile learning and development plans
- Using retrospectives to improve performance processes
- Case discussion: redesigning a performance management system

Day 5: Sustaining Agile HR Transformation

- Measuring agile HR outcomes and performance indicators
- Building a culture of continuous improvement
- Scaling agile practices across HR functions
- Communicating agile HR value to leadership
- Overcoming resistance to agile transformation
- Building an action plan for agile adoption
- Final workshop: presenting an agile HR roadmap

Conclusion

By successfully completing Agility in Human Resource Management, participants will have acquired practical skills in agile team design, sprint planning, continuous performance management, and agile workforce transformation. They will gain the ability to apply agile frameworks across core HR functions and respond quickly to changing business needs. This Training Course, delivered by Gentex Training Center, prepares participants to lead agile HR practices that improve service delivery and drive organizational value.

FAQs





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

This course teaches participants how to apply agile principles to HR functions such as recruitment, performance management, and workforce planning. It provides practical frameworks for building flexible, responsive HR processes that adapt quickly to changing business needs.

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

Participants gain the ability to design agile HR workflows, respond faster to business changes, and improve employee experience. These benefits help organizations increase HR responsiveness, reduce process delays, and deliver greater value to the business.

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

Participants will gain skills in agile team design, sprint planning, continuous performance management, and agile workforce transformation. These four core skills enable HR professionals to lead flexible, responsive HR functions.

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

The course covers Scrum, Kanban boards, sprint planning, retrospectives, OKRs, and the Agile HR Manifesto. These tools give participants practical methods for building agile HR processes across recruitment, performance, and workforce planning.

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

Participants apply agile methods to real HR scenarios, building Kanban boards, sprint plans, and continuous feedback systems. These practices help organizations transform rigid HR processes into flexible, responsive functions that support business agility.

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