

LEARNING AGILITY FOR HR PROFESSIONALS



GENTEX[®]
TRAINING CENTER



Introduction

The Learning Agility for HR Professionals Training Course prepares HR practitioners to adapt quickly and lead effectively amid constant workplace change. HR teams face shifting priorities, evolving employee expectations, and fast-moving business demands, making adaptability a core professional skill. This course introduces the 9 Learning Agility Dimensions, growth mindset principles, and the Experiential Learning Cycle, tailored specifically to HR functions such as talent management, employee relations, and organizational development. Furthermore, participants explore how self-awareness and reflective practice strengthen HR decision-making. As a result, graduates leave equipped to guide their organizations through change while modeling agility for the wider workforce.

Learning Agility for HR Professionals Course Objectives

- Understand the 9 Learning Agility Dimensions in an HR context
- Apply Kolb's Experiential Learning Cycle to HR challenges
- Develop a growth mindset using Carol Dweck's framework
- Build self-awareness through structured reflection practices
- Strengthen mental agility for solving complex HR problems
- Apply people agility to manage diverse workforce needs
- Use change agility to support organizational transitions
- Build results agility to drive HR performance outcomes
- Practice feedback-seeking behaviors to accelerate professional growth
- Create a personal development plan aligned with HR competencies

Course Methodology

- Interactive self-assessment exercises on learning agility dimensions
- HR-specific case studies on organizational change

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- Group discussions applying the Experiential Learning Cycle
- Reflective journaling exercises for self-awareness
- Role-play scenarios based on real HR situations
- Practical action-planning templates for professional development

Who Should Take This Course

- HR managers and generalists
- Talent management and organizational development professionals
- HR business partners supporting change initiatives
- Employee relations specialists
- Recruitment and workforce planning professionals
- HR leaders preparing for expanded responsibilities

Learning Agility for HR Professionals Course Outlines

Day 1: Understanding Learning Agility in HR

- Definition and importance of learning agility
- Overview of the 9 Learning Agility Dimensions
- Fixed mindset versus growth mindset in HR practice
- Self-assessment of personal agility levels
- Link between learning agility and HR career growth
- Common learning agility challenges in HR roles
- Setting personal development goals

Day 2: Mental and Change Agility for HR



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- Applying Kolb's Experiential Learning Cycle to HR cases
- Building critical thinking for complex HR problems
- Techniques for adapting to organizational change
- Managing ambiguity during restructuring or transitions
- Reframing HR challenges as learning opportunities
- Practicing rapid problem-solving exercises
- Reflection on mental agility scenarios

Day 3: People Agility and Self-Awareness

- Building self-awareness through reflective practice
- Understanding personal strengths and blind spots
- Managing diverse employee needs and expectations
- Practicing active listening and empathy in HR conversations
- Seeking and applying constructive feedback
- Building trust through transparent HR communication
- Group exercise on cross-functional collaboration

Day 4: Results Agility in HR Performance

- Setting clear, achievable HR performance goals
- Applying results-driven decision-making
- Managing HR resources under changing conditions
- Balancing speed with quality in HR service delivery
- Overcoming setbacks and building resilience
- Tracking progress using HR performance indicators
- Case study on agile execution in HR practice





Day 5: Building a Sustainable Agility Mindset

- Creating a personal learning agility plan
- Embedding continuous learning habits within HR teams
- Applying agility principles to HR career development
- Building peer coaching and mentoring relationships
- Sustaining growth mindset over time
- Reviewing lessons from the full course
- Action planning for workplace application

Conclusion

By successfully completing the Learning Agility for HR Professionals Training Course, participants will have acquired the mindset and tools to adapt quickly, learn from experience, and lead effectively through organizational change. They will understand the 9 Learning Agility Dimensions, apply the Experiential Learning Cycle, and use reflective practices to strengthen self-awareness. Additionally, they will be equipped to manage diverse teams and drive results-focused HR outcomes. This Training Course, delivered by Gentex Training Center, prepares HR professionals to thrive amid ongoing workplace change.

FAQs

Q1 What is the "Learning Agility for HR Professionals" course about?

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This course teaches HR practitioners how to adapt quickly, learn from new experiences, and apply fresh knowledge within HR functions. It introduces the core dimensions of learning agility and practical techniques tailored to HR-specific challenges.

Q2 What are the key benefits of the "Learning Agility for HR Professionals" course?

Participants gain stronger adaptability, improved decision-making under uncertainty, and better skills for managing organizational change. The course also helps HR professionals guide their teams confidently through evolving workplace demands.

Q3 What skills will I gain from the "Learning Agility for HR Professionals" course?

Participants develop skills in self-awareness, adaptive thinking, collaborative problem-solving, and results-driven execution. These skills help HR professionals manage change and continuously improve their performance in dynamic organizational settings.

Q4 What tools, methods, or standards are covered in the "Learning Agility for HR Professionals" course?

The course covers the 9 Learning Agility Dimensions, Kolb's Experiential Learning Cycle, Carol Dweck's growth mindset framework, reflective journaling techniques, and feedback-seeking practices, all applied specifically to HR functions.





Q5 How is the "Learning Agility for HR Professionals" course applied in real-world practice?

Participants apply course concepts by practicing reflective self-assessment, testing adaptability in HR-based role-play scenarios, and building personal development plans. These tools transfer directly into daily HR work, supporting stronger change management and team leadership.