

**Module Title : HRDF Conference Topics**

**Duration : 2 days**

## SCRUM & AGILE FRAMEWORK IN MANAGING PEOPLE

### OVERVIEW

Our SCRUM course is designed for HR professionals who are part of an agility transformation and want to become more knowledgeable about the world of Scrum, Lean & Agile. During the two-day course, attendees will experience SCRUM ways of working and gain a solid understanding of SCRUM & AGILE practices and its impact on and potential for Human Resources.

Intensive, practical and interactive with immediate, hands-on experience in applying SCRUM Agile HR mindset and tools to real scenarios in the industry practices today. Applicable to all organizational As HR teams work within agile organizations, often leveraging Scrum, it can be difficult for them to fully support those organizations and teams. Working to increase HR's knowledge of agile and Scrum is a first step to supporting their collaborative partnership with these teams and individuals in order to create and enact the most valuable people practices to engage and develop talent.

Scrum provides for unmatched collaboration, increasing resiliency to the complexity that often takes HR Initiatives off course and budget, too often unintentionally disengaging employees. This is a major shift for many HR teams - exploring ways that shift how they think about delivering value to their employees, business partners, and organizations. Leading change that truly makes a difference as serving leaders to the organizations they serve is the hallmark of a truly great HR organization and professionals.

### BENEFITS

- Understand the paradigm of the new world of work and experience agile
- Appreciate the SCRUM - Agile HR Manifesto and Principles
- Comprehend Lean | SCRUM People Operations and the new role of HR
- Recognize the importance and impact of SCRUM for HR
- Gain insights from practical examples, best practices, and case studies
- Understand the challenges and drawbacks of traditional HR in modern organizations
- Be able to challenge your current people approach and apply a SCRUM - AGILE mindset
- Develop ability to set up HR for success and deliver value for the agile enterprise
- Gain skills and toolbox for a successful transformation
- Understand why organisations are 'going Agile' and the implications for HR and the future of work
- Gain practical tools and evidence-based methods to start applying Agile HR to your own work
- Co-create a great employee experience using Agile HR techniques and design thinking

- Learn to manage risk and prioritize your HR portfolio of work with stakeholders and customers
- Boost your own productivity and effectiveness with SCRUM Agile HR
- Lead successful projects and design HR services that your people and leaders actually want and need
- Be a trusted business partner able to consult on SCRUM Agile and digital organizational transformation
- Coach leaders and teams to build SCRUM Agile networks of collaboration
- Begin to evolve your own HR operating model for SCRUM Agile working and collaboration

## DURATION

1 DAY

## COURSE OUTLINE

### DAY 1 – AGILE & SCRUM FRAMEWORK IN MANAGING PEOPLE

- The new world of work and its challenges – AGILE SCRUM Transformation
- A SCRUM Agile chronicle and discovery in Managing People
- The SCRUM Agile Manifesto and Principles Align to Managing People
- SCRUM Agile Enterprise Mindset
- SCRUM Agile Themes of Managing People
- Organizing SCRUM Agile – Cultivating Value Among People
- Exploration and analysis of practical examples of Implementing Agile Scrum Mindset & People
- The SCRUM Agile transformation journey and how to get started
- A deep dive into the world of SCRUM Agile People Operations
- Organizing SCRUM Agile around value and delivering value in an iterative, agile way
- Implementing agile practices and techniques and developing strategies for SCRUM Agile Enterprises
- Leading in the new world of work across organizational boundaries the Agile Scrum way



## HOW DESIGN THINKING INNOVATES HUMAN RESOURCE

### OVERVIEW

impression that there is an immense interest in design thinking in HR as being a valuable contributor to being part of a solution within organizations to tackle their tougher problems as well as those that need a level of creativity to move through in understanding. For many though, analogy and experiments records that it lacks a real understanding of its value for the majority to sort the 'good from the bad' in design thinking or design thinkers, along with the what and where it can really contribute to achieving better solution outcomes.

It needs to break free of the magic 'black box' and evolve into its promise of being increasingly important to use, to balance out and integrated with other skills, capabilities, and methodologies that tackle real, often complex problems but more importantly, to be generally understood as a creative, human-centered methodology to get fully behind. design thinking has a great role to play in contributing to solving problems and challenges, yet we have a series of problems to bring it back to a valuable order, we need to rein in the hype and the lack of a deep design thinking skill-set.

### BENEFITS

- Add to the efficiency and effectiveness that is expected around an organization's mindset
- Emphasis on human-centered, not process-centered
- Organizations have come up against this growing recognition that there is no one "plug and play" system for design thinking
- Then we get the "let's systematize this" into a familiar, easy to use and follow process
- Enter the need for a new design thinking way that is emerging
- To understand there is a different pathway ahead, otherwise, Design Thinking in its existing form alone will fail
- A new lifting up into both tactical and strategic design thinking
- Experience toolkit of methods and tools expansion to produce new value through the approaches they undertaken

### DURATION

1 DAY

## DAY 2 – HOW DESIGN THINKING INNOVATES HUMAN RESOURCE

- Overall approach of Design Thinking from HR perspective
- Why Design Thinking Framework for HR
- Core concept of Design Thinking - Transformational for HR
- Human-centric design thinking involves a cultural “shift”
- Understanding, envisioning and designing how employees experience work
- Perceiving the employer-employee relationship through talent solution platform
- Storming, norming and forming ideas quickly with employee experience ideas
- Design Thinking can be used in all aspects of HR
- Design Thinking and the Future of Work



## Training Delivery by Gayathiri Jeyabalan

