AGILE HR CERTIFIED PROFESSIONAL AHRCP™

AHRCP™ VERSION 022021

CertiProf®

Professional Knowledge

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Learning Objectives

- Incorporate and develop the principles of modern agility to human talent management.
- Describe and develop the new practices that make the management of human talent in agile frameworks and how it must first generate transformations and then become a business partner.
- Describe and train in agile at scale tools in order to generate new ways of managing talent in new business scenarios.
- Redesign, focused on people, training, development and compensation processes within the agile business framework.

Who is CertiProf®?

CertiProf® is an Examination Institute founded in Unites States in 2015. Located in Sunrise, Florida.

Our philosophy is based on the creation of knowledge in community and for this purpose its collaborative network is made up of:

- **CKA's (CertiProf Knowledge Ambassadors)**, are influential people in their fields of expertise or mastery, coaches, trainers, consultants, bloggers, community builders, organizers and evangelists, who are willing to contribute in the improvement of content.
- **CLL's (CertiProf Lifelong Learners),** Certification candidates are identified as Continuing Learner proven their unwavering commitment to lifelong learning, which is vitally important in today's ever-changing and expanding digitalized world. Regardless of whether they win or fail the exam.
- **ATP's (Accredited Trainer Partners),** Universities, training centers and facilitators around the world that make up the partner network.
- **Authors (co-creators),** Industry experts or practitioners who, with their knowledge, develop content for the creation of new certifications that respond to the needs of the industry.
- **Internal Staff**, our distributed team with operations in India, Brazil, Colombia and the United States that support day by day the execution of the purpose of **CertiProf®.**

Our Accreditations and Affiliations

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Who should attend this certification?

- Human Resources leaders, talent management.
- Consultants and specialists in talent management.
- Leaders in business transformation.

Presentation

- Name.
- Company / Role.
- Motivation / Goals when taking this program.

Lifelong Learning

The holders of this badge have demonstrated their unwavering commitment to lifelong learning, which is vitally important in today's ever-changing and expanding digitized world. It also identifies the qualities of an open, disciplined and constantly evolving mind, capable of using and contributing its knowledge to the development of a more equal and better world.

Earning criteria:

- Be a candidate for **CertiProf®** certification.
- Be a continuous and focused learner.
- Identify with the concept of lifelong learning.
- Believe and genuinely identify with the concept that knowledge and education can and should change the world.
- Wanting to enhance your professional growth.

Introduction

Projects are affected by constraints in time, cost, scope, quality, resources, organizational capabilities, and other limitations that make them difficult to plan, execute, manage, and ultimately succeed.

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Agenda

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Module 1: Agility as a Mindset

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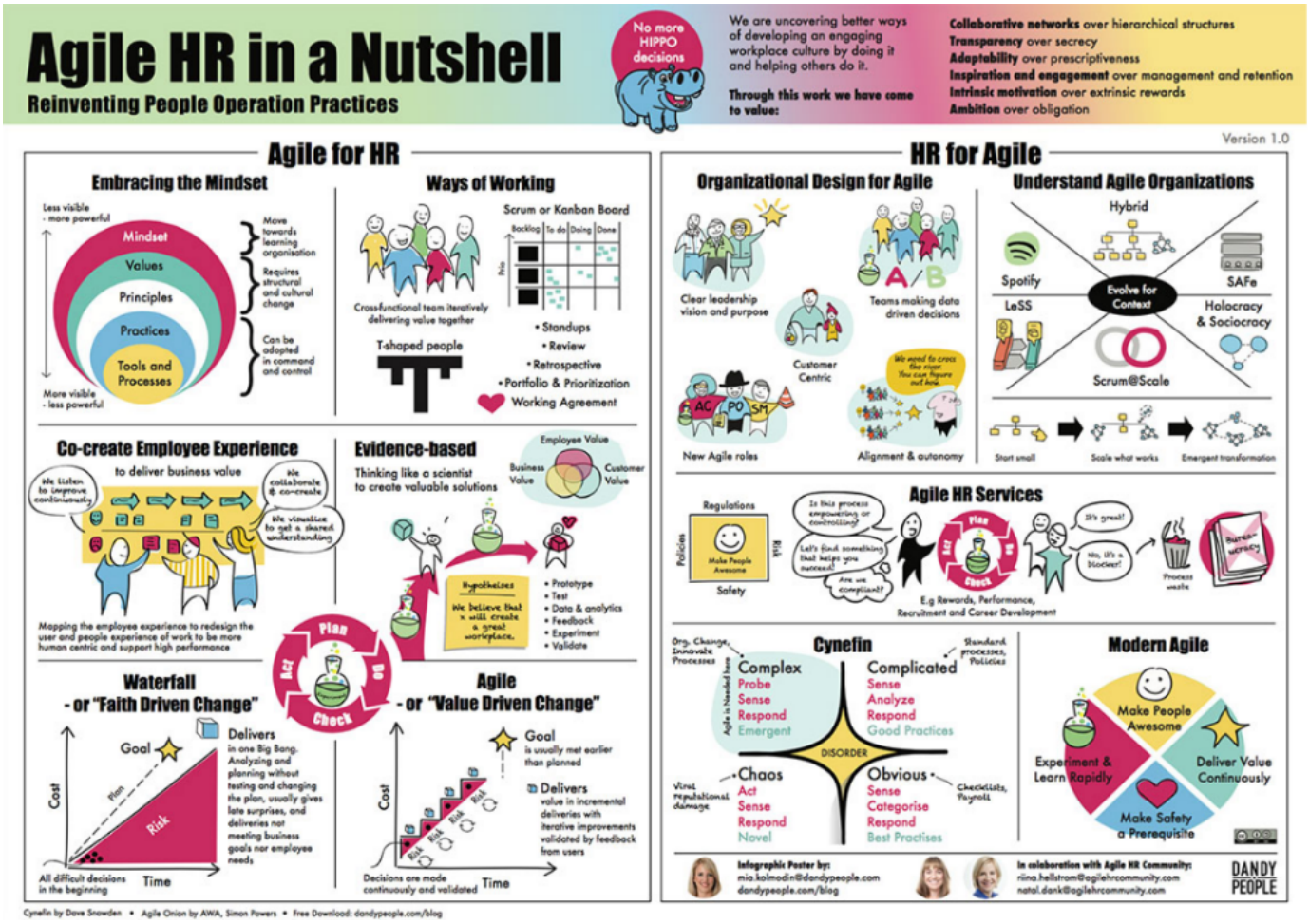
Agility as an organizational mindset, values and culture. What is it about? What happens in the organization? Why work with Agility and in what contexts? Why HR Agile or Agility for HR?



Purpose

Our purpose is to accelerate this transformation by spreading the agile values of customer collaboration, energized people, learning organization, inspiring leadership and quick change to all areas of business and organizations.

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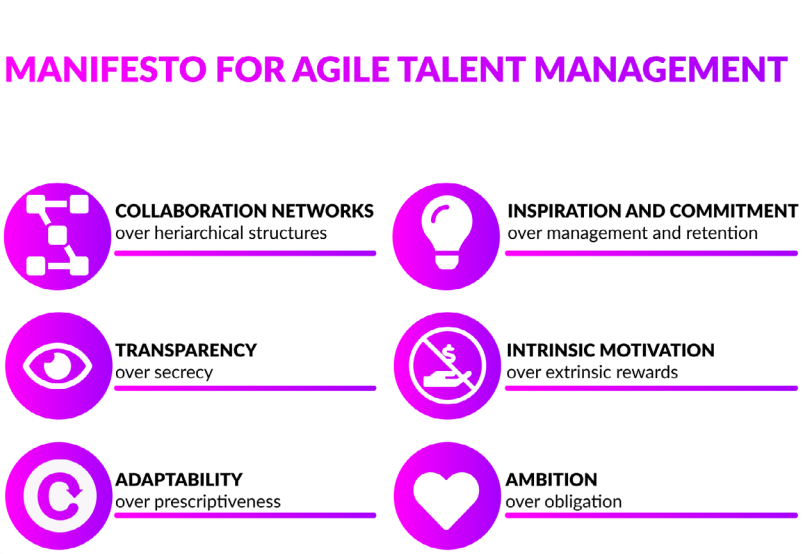

Source: https://www.agilehrmanifesto.org/

Relationship Between Agile and Waterfall

TRADITIONAL METHOD	AGILE FRAMEWORKS
The manager's focus is not on project and resource management.	Teams are self organized.
The requirements are written in full at the beginning of the project.	The requirements are constantly changing.
Requirements are prioritized by dependency on each other.	Project changes are welcome and accepted.
Project status is measured by completion percentage.	Requirements are prioritized by the value they bring to the business.
Risks are generally not managed on a daily basis.	The project is measured in terms of delivered functionality.
It takes a long time for the customer to receive the final product.	Risks are managed daily and by the entire team.
The customer does not interact during the process.	At the beginning of the project, the customer can obtain parts or deliveries of the work (incremental deliveries).

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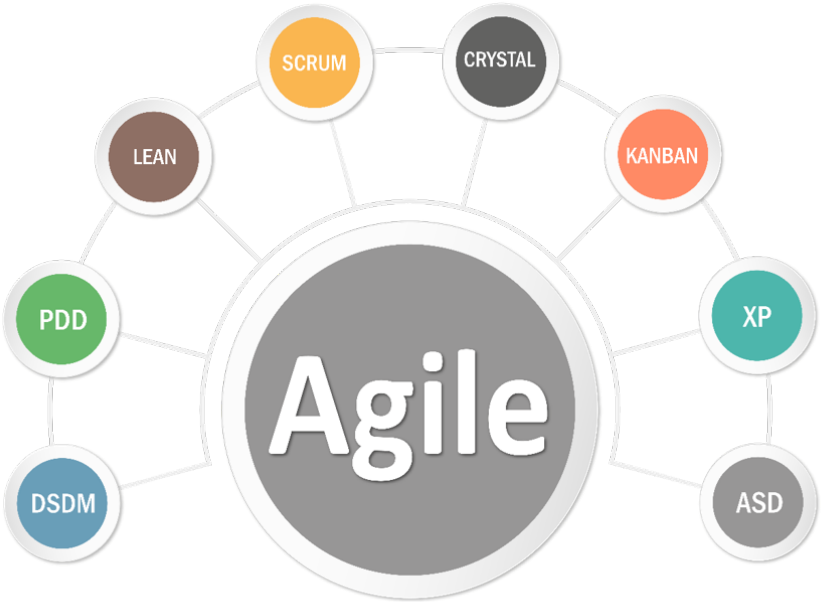
Mindset Differences

	Agile	Waterfall
Focus	People	Processes
Documentation	Minimum Required	Exhaustive
Processes Style	Iterative (Sprints)	Lineal
Planning in Advance	Low	High
Requirements Prioritization	According to business and customer value	According to the work plan
Quality Assurance	Focused on the customer	Focused on the process
Organization	Self organized	Managed
Management Style	Decentralized	Centralized
Change	Based on the prioritization of the Backlog	Formal change management system
Leadership	Collaborative, servant leadership	Command and control
Performance Measurement	Value delivered to the business	At the end of the project
Return of Investment (ROI)	At the beginning and throughout the project	Varies depending on the project life cycle

What is Agility?

"Agility is the ability to create and respond to change in order to profit in a turbulent business environment."

"Agility is the ability to balance flexibility and stability."



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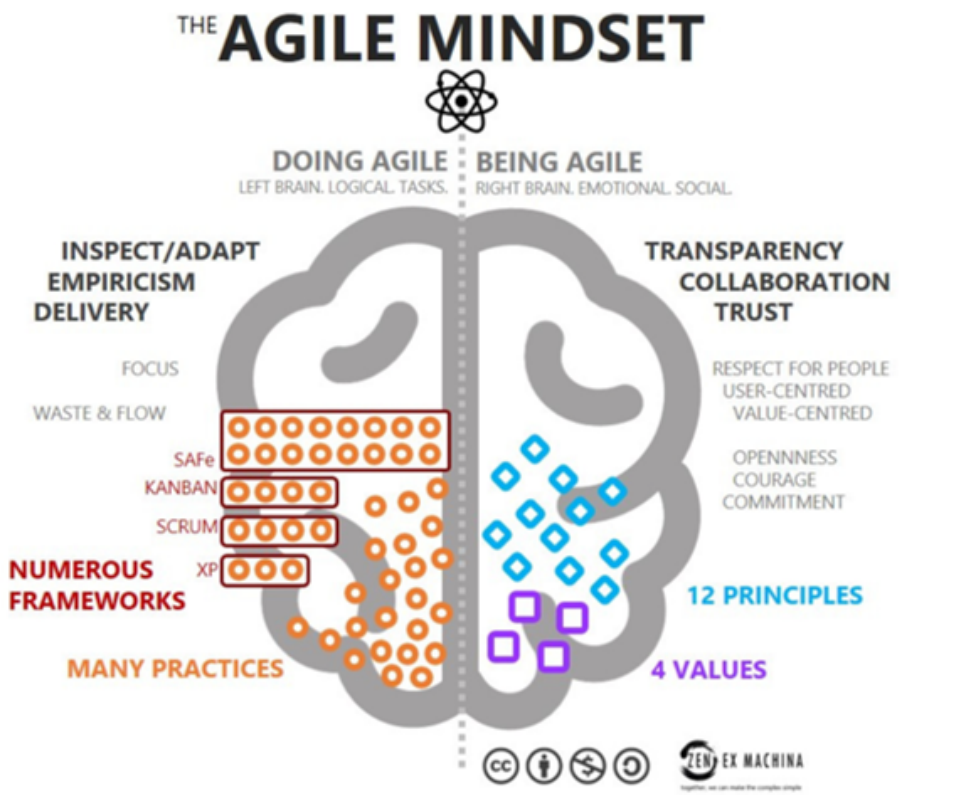
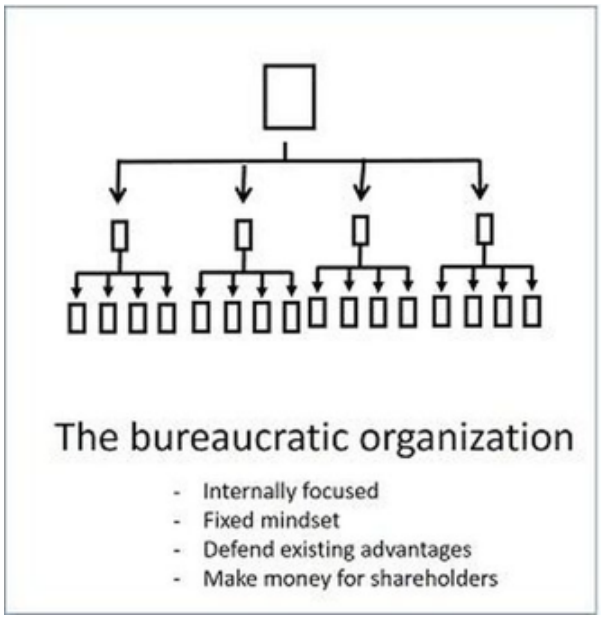
Mindset Differences



Organizations that Have Adopted Agile 3 Main Features

1. Customers law



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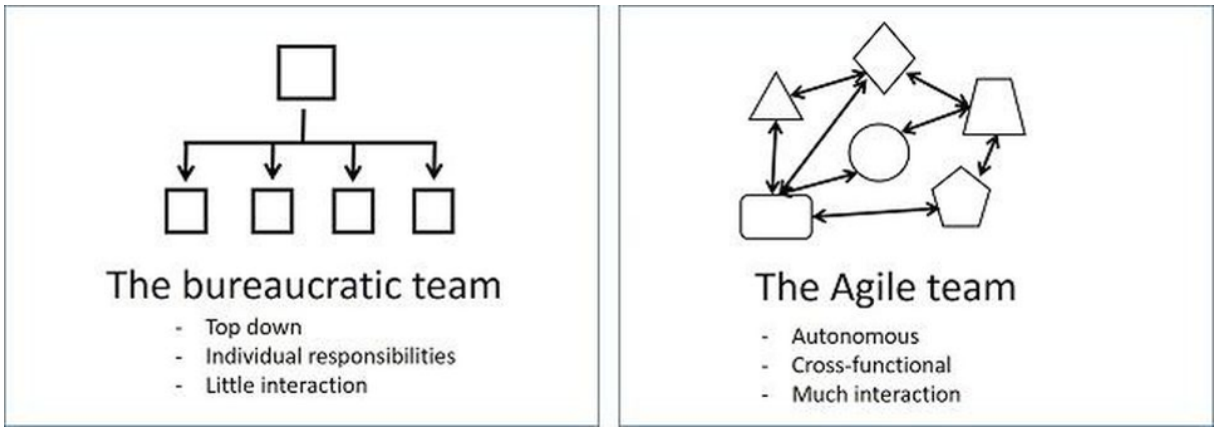
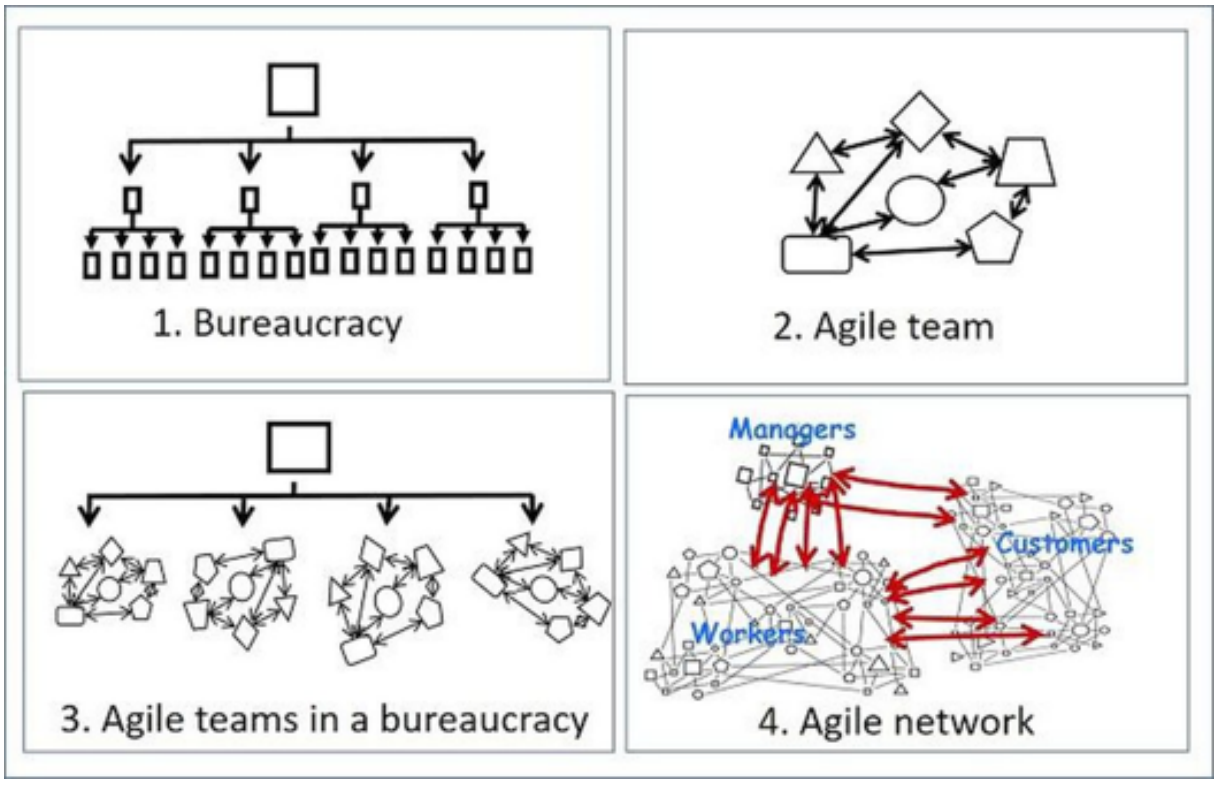
2. Small team law



3. Network law



*From an article by Steve Denning: https://www.forbes.com/sites/stevedenning/2016/09/08/explaining-agile/#764b016301b8

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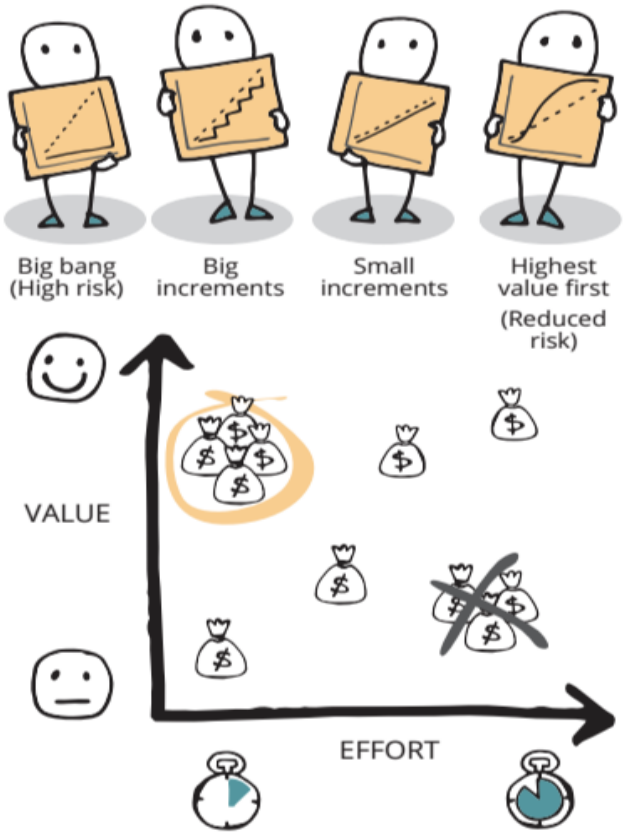
Value / Effort



If we trust someone, why detailed reports?
If we value creativity and innovation, why detailed and limiting job descriptions?
If we want cooperation, why reward individual performance?
If we want to involve the whole being, why numerical objectives?
If we imagine equality, why promote only some people?
If diversity is important, why so few women in top management?
Do you have a fit between culture (values and behavior) on one hand and structure (methods, processes and systems) on the other?

Thoren, Pia-Maria. Agile people picture book (p. 49). Kindle Edition.

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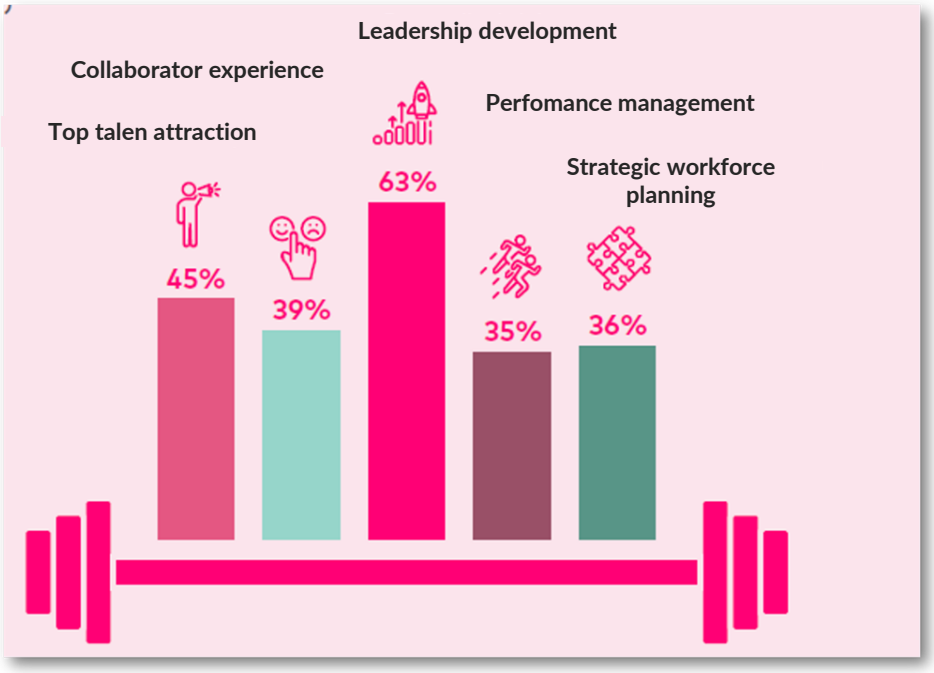
Challenges for Agile HR Implementation



The State of Agile HR vol. 1 2020, issued by Organize Agile in conjunction with the University of Applied Sciences, Utrecht reveals the main challenges for the implementation and deployment of an agile model for HR; On the rise with 63%, Leadership Development stands out as a factor of success, which leads us to conclude that without a doubt the Agile Leadership of agile adoption models must be present as a primary element.

SOOM Agile RH, Organize Agile. (2020), 1st State of Agile HR 2020.

Scrum for HR

Adopting Scrum cycles throughout the cycle will have clear advantages within the organization:

- Greater integration.
- Collaboration and adaptation of all areas of payroll, professional development, recruitment and selection.
- Effective communication throughout the team.
- Better performance and motivation in the team.
- Greater organization and transparency in activities.
- Visibility in the activities that each member of the area is doing.
- By having constant feedback, the recruitment and selection processes can be improved, as we promote empathy, adaptability and growth of the area.
- The integration of tools allows us to have a better organizational visibility (Kanban boards).

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