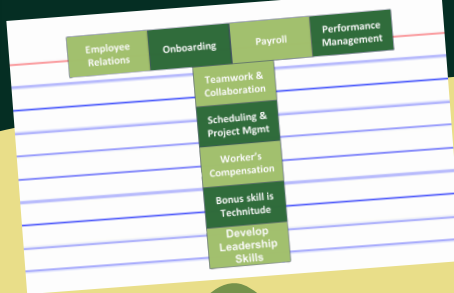
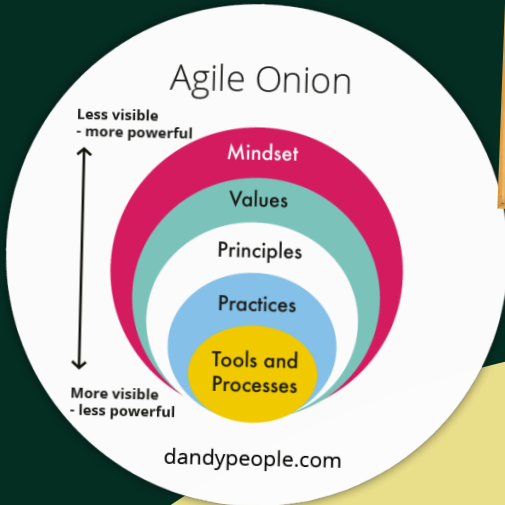


Nurturing an Agile HR Organization



Culture

Cultivate a growth and agile mindset.

Adopt agile principles and share the agile manifesto. Encourage a growth mindset. Create programs and systems that foster expertise, collaboration, and decision making.

Work Habits

Implement healthy ways of working.

Implement cross-functional teams and T-shaped skills in HR. Utilize Scrum or Kanban ways to organize work. Allow for consistent reviews to figure ways to improve efficiency.

Engagement

Grow employee engagement.

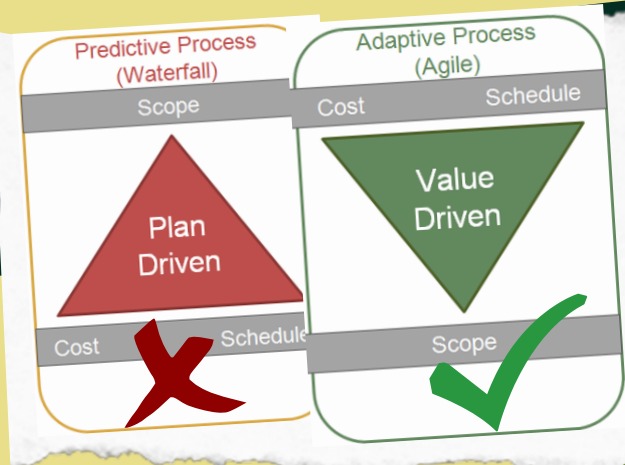
Cultivate a trust culture and feedback cycles to create positive work atmosphere. Implement fair compensation methods and a rewarding employee experience.



Experiment

Evidence-based thinking, like a scientist.

Using scientific reasoning to allow for experiments, feedback, and data analytics to come up with valuable solutions.



Change

Value-driven change instead of faith-driven change.

Create a system where decisions are made continuously and delivered incrementally with validating feedback.

Motivate

Increase employee satisfaction and retention.

Understand intrinsic vs extrinsic motivation and uncover employee needs to match incentives.

