HR Goes Agile

Change the way of work

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What is the change about?

Talk to your neighbor for 2 minutes...
From fixed hierarchy...

...to collaborative, creative, and adaptive network.
From individuals...

... to **team** and **system** focus.
From fixed annual cycles...

... to **flexible ongoing** conversation.
From defined structures...

... to **purpose driven** dynamic structures.
How can HR help organization to change the mindset?
From internal processes support...

... to employee experience focus.
Get awareness...

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Get awareness...

Statements from the ADP Global study of engagement report

Engagement

- I am really enthusiastic about the mission of the company and great confidence in my company’s future. 7.6
- At work, I clearly understand what is expected of me. 7.4
- In my team, I am surrounded by people who share my values, my teammates have my back. 7.5
- I have the chance to use my strengths every day at work. 7.6
- I know I will be recognized for excellent work. 6.8
- In my work, I am always challenged to grow. 7.5

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Voluntary & Inclusive ...

... events bring empowerment.
Get awareness...

Transparency is good...

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Go and See...

... to get inspiration.
Get awareness...

Which practices are you using?

- Employee of the month: 4%
- Career path hierarchy: 9%
- Performance review and KPIs: 16%
- Defining goals and objectives: 15%
- Individual Bonuses: 15%
- Self-organization: 9%
- Cross-functional teams: 14%
- No positions: 1%
- Emergent leadership: 6%
- Peer feedback: 12%

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Current Culture...

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Desired Culture...

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Competing Values Framework
Competing Values Framework
Which practices shall be avoided?
If you achieve it ... then ...

Forget...

If you don’t ... then ...
Career path and positions
Annual KPIs
Which practices are useful?
Create Strategic Value Driven Culture

- System
- Coaching
- Evolutionary Purpose
- World Cafe
- Peer Feedback
- Collaboration
- Servant Leadership
- Agile HR
- Flat Structure
- Employee Experience
Agile HR...

...focuses on overall employee experience

#1

...coaches the organization towards the evolutionary purpose and collaborative culture

#2

...is agile leadership + system coaching + large group facilitation.

#3
Competing Values Framework
There is no such thing as best practice exists.

All practices are Culture related.
In your team choose one topic to focus:

- Recruiting /
- Career Path /
- Performance Review /
- Rewards

- Brainstorm practices
- Assign them to the Competing Value Map
- Have a conversation, share experiences

Choose one you want to try at your organization
What would you like to try?

Share one from each table
The Great ScrumMaster book

Practical guide for all who want to improve their teams and organizations.

http://greatscrummaster.com
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