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MALAYSIAN INSTITUTE OF MANAGEMENT
Institut Pengurusan Malaysia (22978-D)

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LEAN AGILE HR

An intensive 1-day workshop for HR Practitioners

18 July 2018 | MIM LEARNING CENTRE

About the course:

The role of HR in today's fast changing business world is to support and improve organisational Agility through Agile talent management. This requires placing talent team(s) at the heart of an Agile organisation and changing the traditional ways of managing HR functions.

This workshop is aimed at HR practitioners who would like to be more agile and nimble in their approach and whose organizations are taking up or planning to take up agile transformation journey. In this highly interactive and practical session by a practising industry expert, you will gain insights on the role of HR in the Agile Transformation and explore applications of Lean Agile HR strategy through case studies and exercises.

Workshop Content

INTRODUCTION TO AGILE

- What is Agile
- Who are the industry leaders using agile successfully
- Popular agile frameworks which can be applied to HR (Scrum, Kanban, Lean)
- Understanding agile jargons (sprints, backlogs, visual boards, value stream mapping)

UNDERSTANDING SAFE LEAN AGILE BASIC THEMES AROUND HR

- Embrace the new talent contract
- Foster Continuous Engagement
- Hire for Attitude and Cultural Fit
- Move to Iterative Performance Flow
- Take the Issue of Money of the Table
- Support Impactful Learning and Growth

IMPACT ON ROLES AND RESPONSIBILITIES

- Traditional Roles vs Agile Roles
- Traditional Responsibilities and Job Descriptions vs Agile Shared and Collective Ownership
- Creating and supporting R&R transformation

AGILE TALENT ACQUISITION MODEL

- Finding Agile Talent
- Optimizing Hiring Cycle Days
- Agile Intake Process for Talent Acquisition

LEARNING & DEVELOPMENT

- Change in Mindset Shift in Training
- Agile Learning & Development Initiatives
- Communities of Practice for Continuous Learning

PEOPLE DEVELOPMENT AND MANAGEMENT

- Career Progression and Growth
- Creating Right Rewards and Recognition Programs
- 360 Degree Performance Appraisals
- Talent Retention

ORGANIZATION CHANGE MANAGEMENT

- Corporate Culture and Mindset Change
- Managing and Sustaining Change

Receive one **FREE** invite to
3rd AGILE ASIA 2018 CONFERENCE
with every two registration!



Who Can Benefit From This Workshop

- Senior HR Executives and Leaders, Directors, VPs
- HR/Talent/People Managers
- HR Business Partners
- Organisational Development Specialists
- Learning and Development Professionals
- Lean-Agile Change Coaches
- Leaders and Professionals interested in people and cultural aspects of agile transformation



Workshop Facilitator Padma Satyamurthy

Chief Consultant and Transformation Lead at Mepas Innovation, India

<https://www.linkedin.com/in/padmas/>



Key Takeaways

- Understand the changing role of HR in Agile organisations
- Learn what is Agile and popular Agile Frameworks
- Identify 6 basic themes from Scaled Agile Framework (SAFe) for HR
- Identify proven tools and techniques for workplace applications
- Gain insights from practical examples, best practices and case studies

Padma is a passionate agilist with expertise in coaching, consulting, training on a variety of agile frameworks including Scrum, Kanban, Lean, TDD, DevOps and Scaled Agile Framework.

She has 24 years of experience in total and over 15+ years in IT with expertise in driving strategic initiatives, coaching and consulting, product development, mentoring, training and solution design. This experience is coupled with strong leadership, communication, analytical, problem solving, and customer service skills.

Padma has strategized large agile transformation journeys for Target Technology, Philips Healthcare, Honeywell Technologies and Syniverse Technology Solutions for last couple of years and helping transform beyond IT teams to focus on HR, Sales & Marketing and Finance teams as well

She is currently driving the Enterprise Agile Transformation for Lowes Corporation in the capacity of Engagement Coaching Lead and designing and driving the transformation journey for Lowes. In this role, Padma is helping Lowes in re-designing the organization structure to enable transformation success, developing roadmap both on practices and on tools for transformation and setting up the team to implement and execute the transformation journey.

Padma has rich hands-on experience in implementing agile software development methodologies across different domains and business establishments like Retail, BFSI, Mobile Technology, Industrial Products, Healthcare etc. She also brings in expertise in Lean Startup and Design Thinking which she uses effectively with agile flavors to help organizations in achieving their goals of faster to market with high quality.

Padma is also on Mentor and Expert Panel of Mass Challenge (Startup accelerator program at Boston) and is involved in selection of startups for the accelerator program and mentoring the selected startups in their journey.

For registration and further information,
Please connect with **Events Team**.

events@mim.org.my

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ADMINISTRATIVE DETAILS

DATES: 18 July 2018

DURATION: 1 days **TIME:** 9:00 am - 5:30 pm

VENUE: MIM LEARNING CENTRE

FEES:

Member: RM 800

Non-Member: RM 880

