



Agile for HR – ICP-TAL Certification

Duration: **2 days, classroom based**

Location: **Singapore CBD**

Accrediting body: **ICAgile**

Certificate awarded: **ICAgile Certified Professional (ICP-TAL)**

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Course Overview

Agile for HR course (ICP-TAL), accredited by ICAgile, is for HR professionals, people managers, Agile coaches, those tasked with organisational transformation and those interested in the important people operations aspect of creating Agile organisations.

The course has been designed to cover the **ICAgile ICP-TAL Learning Outcomes** which reflect the insights from over 80 leading Agile experts. The course is led by our professional trainers who have extensive Agile industry experience. Participants are supplied with course notes and other resources before, during and after the course.

The course has an accompanying case study based exercise which is used to assess the participants understanding and application of Agile thinking and practices in context of People Operations. This assessment is used to merit the participant the ICAgile Certified Professional (ICP-TAL) certification award.

Who should attend?

The certificate is relevant to anyone looking to gain a professional understanding and working insight of Agile thinking and practise from a HR prespective. Typical participants are from a varied background. This course is not exclusive to HR professionals and should be considered by a broad range of organisational roles.

Prerequisites

There are no course prerequisites, but we suggest a foundational understanding of Agile.

Course Objectives

On completion of ICP-TAL course, delegates will be able to:

- Know the structural differences between the traditional organisation and the new Agile organisation
- The traditional role of HR and the re-defined role of People Operations in an Agile organisation
- Understand why we need to design for a new way of working
- Roles and career paths in a new light
- Learning culture and the Agile growth mindset
- Developing future Agile leaders
- Recruiting and on-boarding for the right fit
- Enabling effective performance for knowledge enterprises
- Engaging intrinsic motivators
- Applying Agile practices to HR operations an initiatives
- HR as an enabler of the Agile mindset in the enterprise

Certifications



This Agile Fundamentals course prepares participants to be awarded the **International Consortium for Agile Certified Professional (ICP-TAL)**. This certificate is an internationally recognised certification for HR professionals working in Agile environments and demonstrates a candidate has a proficient understanding of the topic.

Recommended Follow-on Courses

Related R1 Agile Academy courses:

- Product Owner
- Agile Coach
- Design Thinking & Innovation

Course Outline

This two day course follows the ICP-TAL Learning Outcomes and has been authorised by ICAgile:

Designing for a new way of working

- Understanding Current Structures and Their Impact
- Designing Teams and Teams of Teams
- Aligning and Optimizing for Flow of Value
- Supporting Development of Agile Leaders

Roles

- Redefining Roles & Expectations
- Enabling Skill Development & Growth
- Embedding Agile/Lean Mindset and Core Values within Role Definition

Career paths

- The Shortcomings of Traditional Career Paths
- Modern Value-Based Journey Maps (Career Mosaic)

Developing a learning culture

- Growth mindset as an Enabler
- Learner-centered & learner driven
- Making time to learn
- Industry, peer and team-based learning
- Adaptive learning

Get Agile recruitment right

- Innovative sourcing
- Power of the powerful interview
- Candidate experience

On-boarding as a journey

- Second impressions
- Culture Day 1
- Rapid Enablement

Enabling effective performance

- Learning fast and tolerating failure
- Individual performance support
- Team goals and performance support
- System-orientated performance assessment
- Enable continuous feedback
- Ownership driven culture
- Intrinsic motivators, self motivation
- Fair & meaningful pay

Applying Agile practices in HR

- Enabling Agility throughout the organisation
- People coaching
- Agile practices for HR operations and projects
- Supporting transformation

Contact: academy@R1Training.com