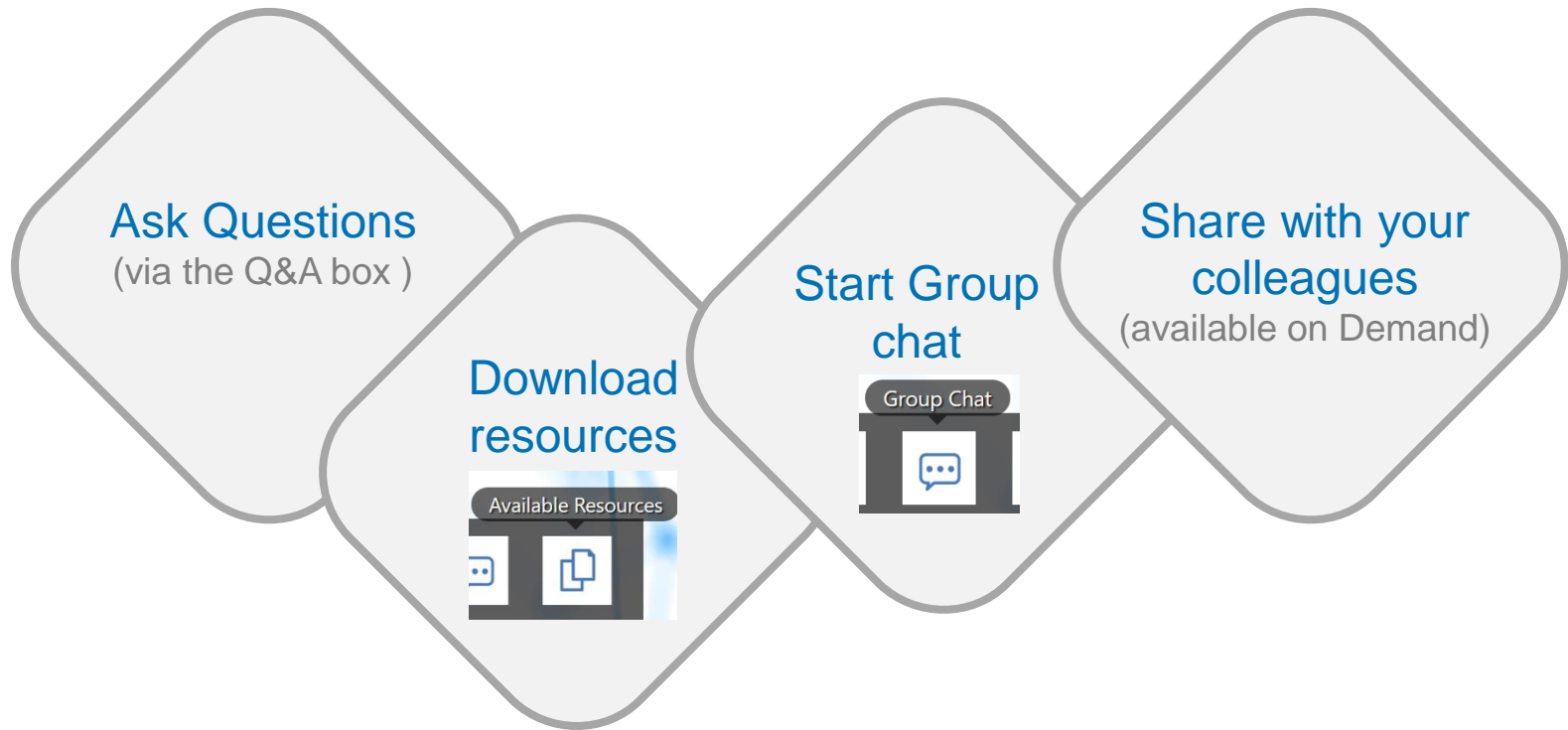


Four Pathways to Agile HR

January 13, 2022 09:00 AM ET [09:00] (New York), 03:00 PM CET [15:00] (Brussels),
10:00 PM SGT [22:00] (Singapore)



Making the most of the webcast



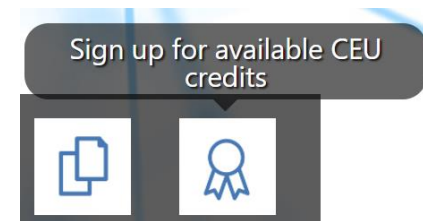
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Panelists:



Marion Devine

(Moderator)

Senior Human Capital Researcher, Europe

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John McMackin, PhD

Assistant Professor in HRM and Organisational
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Dublin City University Business School

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Defining Agile HR

Agile HR seeks to minimize waste and optimize the flow of value to its customers by organizing the HR function in multidisciplinary, empowered teams, that continuously align with changing business needs by sensing and adapting through open communication while operating in short cycles.



Four Agile HR Operating Principles

1. Optimizing the Flow of Value to Customers
2. Multidisciplinary, Empowered Agile Teams
3. Transparency
4. Continuous Learning



Four Pathways to HR Agility



Pathway 1: Agile HR Experimentation

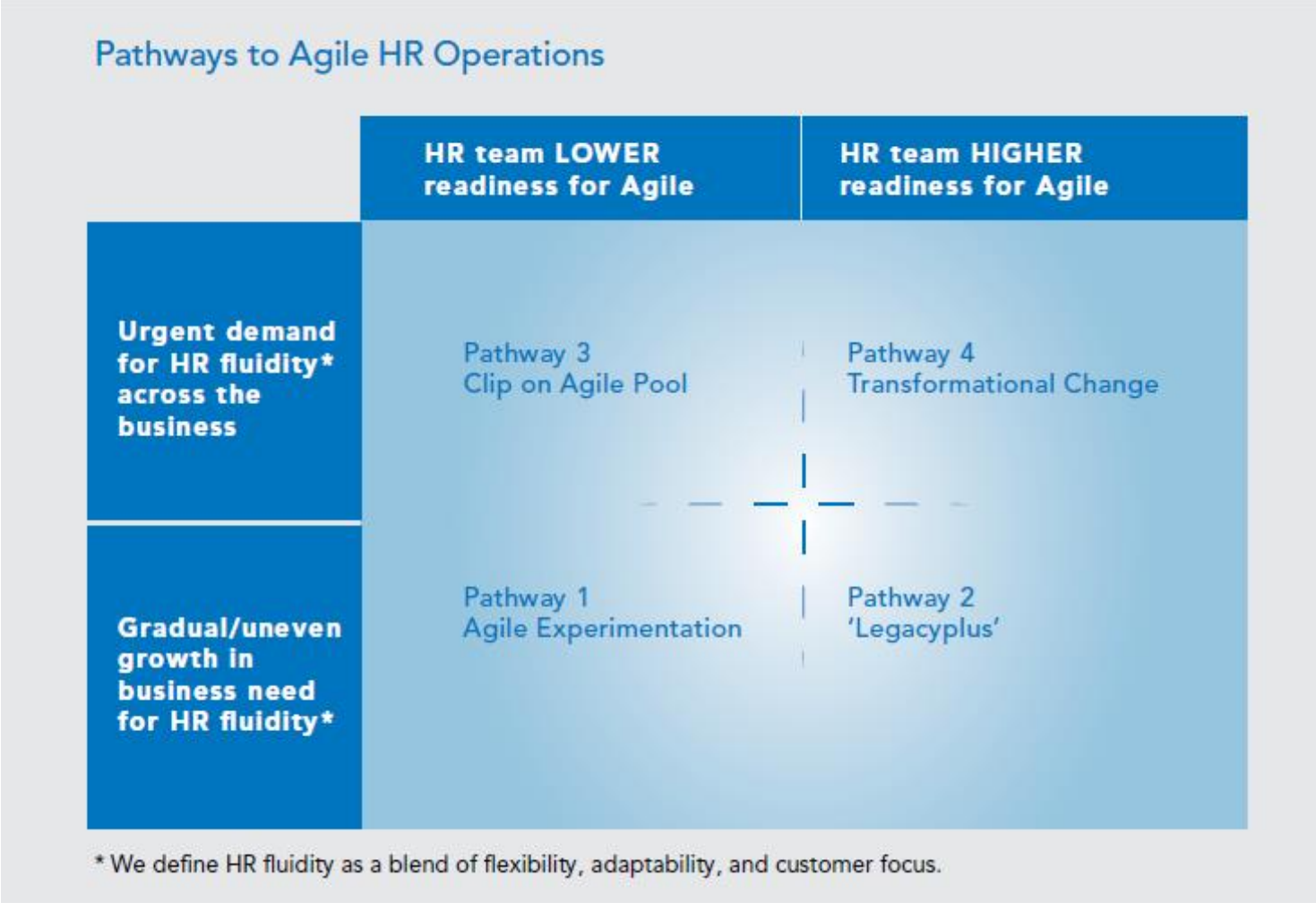
Pathway 2: Legacy Plus

Pathway 3: 'Clip on' Agile Pool

Pathway 4: Agile HR Transformation



Choosing the best pathway to Agile HR depends on business need and HR readiness



Poll: Where are you on your journey to an Agile HR function?



- Considering Agile as one possible operating model (exploration)
- Planning to move in this direction but not yet implementing
- Early stages of implementing Agile HR/experimenting
- Fully Agile in some HR processes
- Undertaking Agile transformation of the HR function



Next Generation HR

Adaptive capability is the hallmark of next-generation HR. COVID-19 has highlighted the competitive benefit of a nimble HR function. This series explores research done on HR transformation, why it is important and what it mean for organizations going forward, featuring HR practitioners and experts.

Access all episodes at
[conference-board.org/webcast/ondemand](https://www.conference-board.org/webcast/ondemand)

