

# THE **FUTURE OF HR** IS AGILE

## ARE YOU READY?

In our post pandemic, disrupted, digital world, the pace of change is faster than ever before. Our people are our number 1 asset and delivering value to our end customers must be our ultimate business goal - if we don't deliver our competitors will. To succeed in this environment our HR practices must evolve. The Agile methodology & mindset enables us to deliver more value with less work, creating efficiencies, great experiences and better outcomes for our people, businesses and customers

## **5** KEY CONCEPTS TO HARNESS THE POWER OF AGILE

### **1. FROM ENFORCING TO ENABLING**

Lead with inspiration, trust & transparency. Moving away from hierarchy & control and creating small, empowered, accountable teams helps optimise flexibility, creativity and productivity, allowing our people to deliver their best work



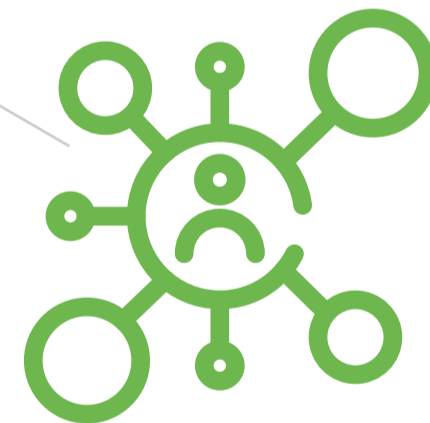
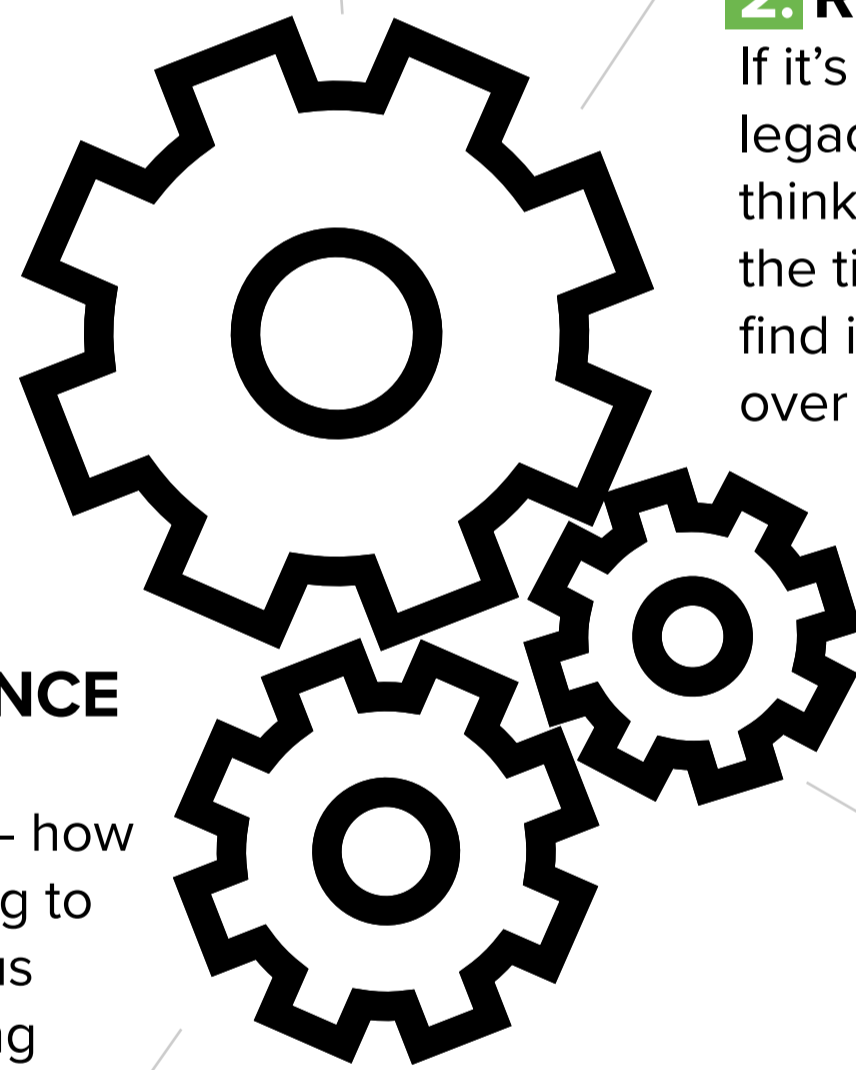
### **2. REMOVING WASTE IS CRITICAL**

If it's not adding value, it's got to go. Review legacy processes, ways of working & thinking that's holding us back. By taking the time to review, to understand, often we find it's perception versus reality built up over time, and there is a better way



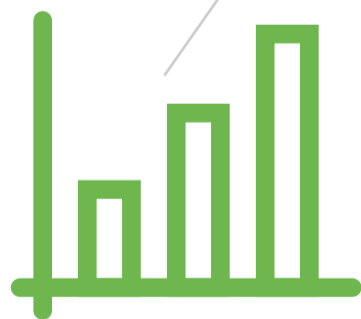
### **3. FROM PROCESS TO EXPERIENCE**

Make the shift from focusing on process - what needs to get done, to experience - how it feels for our people when they're trying to get things done. Design thinking helps us co-create the best experiences delivering efficiencies and maximum value



### **4. COLLABORATION MAGNIFICATION**

We need to remember we are greater than the sum of our parts. Building organisations that operate as interactive networks with a culture of cross functional collaboration helps us deliver successful, sustainable results



### **5. INCREMENTAL VALUE ACCUMULATES**

Releasing solutions in stages using a test, learn, iterate approach enables us to solve real business problems and deliver value early and often, whilst responding to our increasingly complex and changing environment



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