THE ULTIMATE CHECKLIST FOR:

Agile HR

For many HR and People departments, leading strategic initiatives isn't new – by improving things like employee performance, happiness, and engagement, the whole organisation can flourish and grow. But how can People departments drive these changes in a way that emphasises flexibility, adaptability, transparency, and at a fast pace?

Adopting an Agile approach to HR can help break down these complex strategies into manageable slices, enabling companies to adapt quickly, innovate, and deliver value to customers.

To ensure you get started on the right foot, we at Sympa have developed a comprehensive Agile HR checklist of things to remember when getting started with the Agile HR framework. Based on the Agile Manifesto, our 10-point checklist is designed to help you evaluate your HR practices against Agile principles and identify ways to optimise them in an Agile way.

1. Processes

Assess your current HR processes and identify which processes are working well and which ones could be improved.

2. Goals and vision

Set powerful goals and define your vision – what do you hope to achieve, and what are your priorities? List what will have the biggest impact on your HR processes or overall business and prioritise them accordingly.

3. Stakeholders

Engage key stakeholders and sell your vision: get your stakeholders to buy-in – these could be your managers, colleagues, third-party agencies.

4. Cross-functional teams

Establish cross-functional teams – create teams that are responsible for different areas of HR and the overall business (where necessary), such as recruitment, training, finance, or IT.

5. Culture is the key

Foster a culture of trust, experimentation andcontinuous improvement. Give them the environment and the support they need, and trust them to do their job. Encourage your team to test new ideas, gather feedback, and make improvements in real-time.

6. Having the right technology

Embrace technology. Use HR software and other tools to automate routine tasks, gather data, and provide insights that inform decision-making.

7. Collaboration and communication

Encourage collaboration and communication between teams. A combination of a-synchronous and face-to-face communication is the best and most efficient way to exchange information.

8. Agile methodologies

Implement agile methodologies. Adopt agile practices, such as iterative development and continuous feedback and improvement, to streamline your processes and deliver value to employees and the organisation.

9. Monitor and measure

Monitor and measure success. Track the impact of your Agile HR implementation, gather feedback from employees and other stakeholders, and make adjustments as needed.

10. Recognize and reward

Celebrate success regularly. Recognize and reward the successes of your teams' implementation to keep momentum and engagement high.

About us

Sympa delivers a comprehensive HR-system that seamlessly handles the entire employee lifecycle. It's multi-geo, easy to use and flexible. What's more, Sympa's extensive ecosystem allows you to integrate all your other HR tools to ensure smooth data sharing and workflow transitions across systems. Equipped with unique collaborative features, our platform empowers HR and company leaders to rapidly respond to organizational changes, boost engagement among leaders, and centralize people in strategic planning.

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