HRSG What Is Agile HR? And Is It Right For You?

TRADITIONAL HR VS. AGILE HR



Remedial Approach To Learning

- [ ] An employee who under performs in a current role or needs to prepare for a new role is assigned training to achieve a specific performance level.

"Recruiting" Mindset

- [ ] As jobs become available, the search for candidates begins. Once the best candidate is identified, the talent acquisition process is complete.

Opaque Talent Processes

- [ ] Talent management is owned by HR, and the processes by which talent is acquired, evaluated, and developed are proprietary and inaccessible.
- [ ] Jobs are discrete elements in a complex system. Job requirements are related to specific workplace tasks

Siloed Objectives

Implementing Systems

- [ ] Large-scale systems are carefully researched, resourced, and deployed over the course of many months or even years.

Hr As "System Of Record"

- [ ] The HR function is focused on record-keeping and defensibility. Employee files and records of HR activities and outcomes track progress and note issues. HR success is measured in the completeness of documentation.

Continuous Learning Environment

- [ ] Employees are given myriad opportunities to learn and stretch themselves independent of a specific. job-related goal.

Continuous Talent Acquisition

- [ ] Organizations invest in their employer brand and cultivate ongoing relationships I with talent across multiple channels, including social.

Transparent Access To Talent Information

- [ ] Talent management is facilitated by HR, which empowers employees to take Ownership of their own development. Employees understand and are active participants in talent acquisition, evaluation, and development processes.

Unified Mission Values

- [ ] All jobs directly support the mission and values of the organization, and all employees understand how their on-the-job performance supports these elements of the organizational culture.

Piloting Small Initiatives

- [ ] Small-scale initiatives are piloted within a specific team, job family, or business unit. Feedback is gathered early and often to determine whether the initiative should be expanded or scrapped.

HR As 'System Of Engagement"

- [ ] The HR function is focused on engaging employees to enhance self-motivation and encourage collaboration. HR success is measured in terms Of retention.

Make and Share Free Checklists

checkli.com