AGILE HR
CERTIFIED PROFESSIONAL
AHRCP™

CERTIFIED PROFESSIONAL

CertiProf®
Professional Knowledge

AGILE HR

AHRCP™

CertiProf®
Professional Knowledge

www.certiprof.com

Agile HR Certified Professional AHRCP™

Syllabus V042021

Introduction

Projects are affected by constraints in time, cost, scope, quality, resources, organizational capabilities, and other limitations that make them difficult to plan, execute, manage, and ultimately succeed.

Learning Objectives

- Incorporate and develop the principles of modern agility to human talent management
- Describe and develop the new practices that make the management of human talent in agile frameworks and how it must first generate transformations and then become a business partner
- Describe and train in agile at scale tools in order to generate new ways of managing talent in new business scenarios
- Redesign, focused on people, the employment, training, development and compensation processes within the agile business framework

Certification Exam

- Format: Multiple choice
- Questions: 40
- Pass Score: 32/40 or 80 %
- Language: English / Spanish
- Duration: 60 minutes
- Open Book: No
- Delivery: This examination is available online
- Supervised: It will be at the discretion of the Partner

Target Audience

- Human Resources leaders and talent management
- Consultants and specialists in talent management
- Leaders in business transformation

AGILE HR CERTIFIED PROFESSIONAL AHRCP™

Content

Module 1: Agility as a Mindset
 Purpose
 Relationship Between Agile and Waterfall
 Differences in Thought
 What is Agility?
 Differences in Thought
 Organizations That Have Adopted Agile 3 Main Features
 Value / Effort
 Challenges for Agile HR Implementation
 Scrum for HR

Module 2: Agile Culture in HR
 Purpose
 Recommended Book
 How do you get paid?
 Cultures
 Evolution of Organizational Paradigms
 Red - Impulsive
 Amber - Conformist
 Orange - Achievement
 Green - Pluralist
 Teal
 Team Composition Multidisciplinary
 New Organizational Design: Matricial
 Tribe
 New Organizational Design: Cells

Module 3: Planning Agile
 Waterfall Goals
 The Traditional Stack
 "Agile" (Only halfway)
 Agile Full Stack
 OKR: Objectives and Key Results
 Doer's Formula for OKRs
 OKR Ambitious and annoying?
 OKR
 Choose Your Key Results Well
 About OKRs
 OKR Canvas

Module 4: Talent Attraction
 Talent Attraction: Where to Where
 How do I make up a team?
 Attracting Marketing and Positioning

Employee Experience
Reason for Being (Purpose)
Talent Attraction Process Experience
Agile Workplaces
What are the candidates looking for?
Active Continuous Pipeline
Agile Recruitment
Challenges for Agile HR Implementation
Scrum for Talent Acquisition
Kanban in All HR Area Practices and Processes
Peer to Peer Recruitment: Referrals
Referral Program Risks
Positioning of Referrals
Star Model: Competency Interview
Technical Interview
Candidate Comparison
Hire: Only 2 Possible Results
On Boarding
Suggested Books

Module 5: Training and Development

Continuous Training and Development
Role/Role Maturity vs. Role Stand
Traditional Development vs. Agile Development
Agile Career Model
Development Map
Development Map According to Expertise Chapters
Specialization Matrix
What talent do I need? Team Skills Matrix
Reskilling the Upskilling of Talent
How do I identify talent? Learning Agility / Growth Mindset
Experiment
Agile Talent Mantra
Circular Model Talent

Module 6: Performance and Compensation

Performance Management: From Where to Where
Instances That Usually Mix
Individual Performance vs Group Performance
Conversation-Focused Management
Continuous and 360 ° Feedback
The Team Retro: Team Feedback
Liberating Structures
The Team Retro: Triggers
Recognition: Kudos Box and Kudos Walls

AGILE HR CERTIFIED PROFESSIONAL AHRCP™