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The Importance of Agile Training for Agile Transformation

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Today, the companies desire to adapt to the conditions of the ever-changing world rapidly and they want to keep their competitive advantages in their sectors. This is why they are turning onto **[Agile Approach]**. As the Agile Approach brings a whole different way of thinking and working to the entire company, **[Agile training]** is the first step in this transformation process. **[Agile Leadership]**roles gained by Agile training provide the company with multi-disciplined and self-managing teams. This ensures both higher quality and faster service to the customers as well as increased **employee motivation**. The transformation of the company with the help of **[Agile training]** guarantees that the company gains a suitable structure for the future and stays always ahead of the competition. Companies that want to benefit from the **[Agile approach]**, either transform their entire organization or some particular departments. HR is one of the first teams selected for this process.



The Changing Role of HR with Agile Training

The concept of leadership is changing. Before, the meaning of the leadership was to manage teams using traditional methods; however, this approach is not appropriate for **[Agile organizations]** where responsibilities are shared and business classification has been eliminated. **[Agile leaders]** need to demonstrate an approach that values creativity and innovation. That's why the Agile Leaders are in the key positions of Agile transformation and the department that can help in the development of these roles is Human Resources. HR is able to raise awareness about the Agile Approach within a company and to reveal the potential of employees. Therefore, it would not be wrong to say that HR can be the 'change maker'.

When the HR itself becomes an Agile team, the process of spreading this approach throughout the company can be initiated. By formulating their own new roles and managing recruitment processes through an Agile approach, HR experts can create new leadership roles in the company.

It is important to transform the traditional HR mindset into **[Agile HR]** to start the transformation in your company.

Become the Company of the Future With Agile Leadership Training

[Agile HR department] clarifies the purpose of the company for the employees, encourages Agile leadership and regularly measures the Agility level. In addition, Agile Leadership distributes responsibilities within the company so it enables employees to develop their skills.

At the end of the process which begins with the Agile Leadership Training, companies acquire new leadership positions.

The abilities of **[Agile leaders]** include setting common goals, ensuring an environment of trust, creating engagement with the entire team, providing formative feedback, securing an open communication with all stakeholders, creating the environment for constructive debate and collective decision-making. All these new skills which enable companies to acquire features that ensure their success in a highly competitive environment are obtained by **[Agile Leadership Training]**.

With **[Agile Leadership Training]**, Agile Leaders become the key elements of initiating and sustaining the Agile Approach. They ensure that innovation and creativity are at the forefront with their new business practices and mindset. In this way, the company is able to keep up with the requirements of the future. All these advantages of transforming your company into an Agile organization, are only possible with Agile training.

Comment & Questions We would like to hear your thoughts on this report. Please get in touch with us.

About StratejiCo. is an independent Turkish corporate and public affairs consultancy firm, providing trusted advice to multinational companies and government institutions in Eurasia since 1987.