

Overview of Specialty Area (Agile Way of Working)

Definition: Enable an agile workforce to be effectively managed and developed across all HR functions

Skill	Definition
Agile Operating Model	Define the strategy and design operating models and processes to transform the organisation into an 'agile enterprise'; including redesign of the organisation structure down to team and job level to support agile ways of working (cross functional teams, servant leadership etc.).
Agile Mindset, Values and Behaviours	Cultivate the mindsets, values and behaviours to support an agile workforce
Agile Talent Practices	Tailor talent practices, especially Learning & Development and Performance Management, to build an agile workforce, based on the contextual frameworks and practices that enable 'doing-agile' in the organisation.