# COMPARING A TRADITIONAL HR PROCESS OWNER VERSUS AGILE HR PRODUCT OWNER

**Agile HR COMMUNITY**

## HR PROCESS OWNER VS HR PRODUCT OWNER

| | HR PROCESS OWNER | HR PRODUCT OWNER |
|---|---|---|
| **FOCUS** | Primarily compliance and HR standards; ensuring processes align with policy requirements. | Primarily customer/user-centric; focused on creating meaningful experiences that add value for end users. |
| **OPTIMISATION OF GOALS** | Streamlines workflows to increase efficiency within HR; focuses on smooth task flow. | Optimises for outcomes and value; prioritises features that impact user satisfaction and business goals. |
| **SCOPE OF RESPONSIBILITY** | Limited to specific HR functions, like recruitment or payroll. | Responsible for the entire end-to-end experience, often crossing multiple HR functions and business areas. |
| **APPROACH TO CHANGE** | Follows structured, often sequential updates to existing processes. | Iterative and flexible, adapting based on continuous feedback and evolving needs to improve product over time. |
| **DEFINITION OF SUCCESS** | Compliance, error reduction, and adherence to timelines. | Measured by user satisfaction, impact on key metrics, and the overall value delivered to the organization. |
| **PERSPECTIVE ON DESIGN** | Designed around HR's internal requirements and regulatory needs. | Designed around user needs and feedback, with a strong focus on delivering a minimum viable product (MVP) |
| **DEVELOPMENT LOGIC** | Aims to build the entire process with all details perfected before launch, following a "perfectionist" approach. | Focuses on delivering an MVP with essential features, prioritizing the most impactful elements to release a functional version quickly. |
| **PRIORITISATION** | Prioritizes based on HR policy requirements and procedural needs. | Prioritizes based on user impact and business value; actively manages backlog to ensure high-value items are addressed first. |
| **COLLABORATION STYLE** | Works mainly within HR, with occasional input from other departments. | Cross-functional collaboration is essential; partners with teams across departments to build holistic solutions. |
| **DECISION MAKING** | Relies on established HR policies; escalates for approval from senior HR leadership. | Empowers team with fast, data-driven decisions; has the authority to make product choices within agile frameworks. |
| **FEEDBACK LOOPS** | Feedback gathered periodically, often post-implementation. | Continuous feedback integrated throughout the product lifecycle to inform ongoing development and improvement. |