

# WHAT YOU NEED TO KNOW FOR LEADING AN AGILE HR TRANSFORMATION...

Here are the most important questions you need to answer when facilitating and leading an Agile change. Agile transformation is evolutionary. Often the best answers are discovered through several iterations, co-creation and experiments with your team.

**How do we release products and updates to our users?  
How do we coordinate it?**



**What elements of Agile are not vital for us?**



**How do we describe an Agile HR governance model?**



**Why are some of our people resistant to Agile change?  
How do we include them?**



**How does Agile impact our HR leadership team?**



**How can we move people between teams when their expertise is needed across several teams?**



**How do we allocate people into teams, projects and tribes?**



**What do HR business partners do in the Agile model?**



**How does the Agile model fit local Management and HR structures?**



**How can we help everyone understand the Agile mindset?**



**How do we move from design to development phase?  
Who will maintain and own the products?**



**What happens to value delivery ownership (product, process, service) when in an Agile model?**



**How do we involve our customers and users in our product development process?**



**Should everyone be in tribes or Agile teams? Who shouldn't, and why?**



**Which teams should work with Scrum, and why?**



**What do the Agile roles look like in HR?  
(PO, Scrum Master etc.)**



**How do we handle "bottleneck resources" in Agile?**



**What are the usual blockers for Agile in HR?  
How can we overcome them?**



**What changes are needed in our current steering and decision making?**



**How do we enable an Agile planning and budgeting process?**



**What behavioural changes are needed by the leaders?**

