



People Operations Specialist: Agile HR Training Course

17 - 21 Feb 2026
Madrid



People Operations Specialist: Agile HR Training Course

Ref.: 1008_636 **Date:** 17 - 21 Feb 2026 **Location:** Madrid **Fees:** 5700 **Euro**

Course Overview:

The course is a robust training course tailored to HR specialists, managers, and partners who seek to optimize their HR functions with Agile methodologies. Our course offerings focus on equipping HR professionals with the skills to conduct job analysis and evaluation, job hazard analysis training, and implement qualitative methods of job evaluation. We ensure clear understanding of job evaluation definition and its difference from job descriptions. The course builds upon the principles of agility in HR, aiding in becoming an Agile HR practitioner.

Target Audience:

- HR Specialists
- HR Managers
- HR Business Partners
- HR Operations Specialists
- Agile HR Practitioners
- Human Resource Managers
- Human Resource Specialists

Targeted Organizational Departments:

- Human Resources
- People Operations
- Project Management
- Organizational Design Department

Targeted Industries:

- Tech Industries
- Consultancies
- HR Consultancies
- Large corporations implementing Agile
- Industries undergoing digital transformation



Course Offerings:

- Job evaluation definition and methods
- Job hazard analysis
- Understanding the difference between job evaluation and job description
- Succession planning training using replacement charts
- Organizational design courses integrating Agile methodology

Training Methodology:

Our training course uses a blend of traditional and Agile methodologies, including interactive sessions, group work, case studies, and Agile project management simulations. A reflection and review segment concludes each day, enhancing the understanding of agility in HR and allowing for real-time feedback and query resolution.

Course Toolbox:

- Job Evaluation Checklists
- Job Hazard Analysis tools
- Templates for job analysis and performance evaluation
- Agile HR Reading Materials
- Replacement charts for succession planning

Course Agenda:

Day 1: Embracing Agile in HR

- Topic 1: Understanding the Agile Meaning and Methodology
- Topic 2: Integrating Agile into HR Functions
- Topic 3: The Role of HR Operations Specialist in Agile
- Reflection & Review: Assessing the Day's Learnings and Reviewing Key Points

Day 2: Job Evaluation and Analysis

- Topic 1: Understanding Job Evaluation Definition and Methods
- Topic 2: Distinguishing the Difference Between Job Evaluation and Job Description
- Topic 3: Implementing Qualitative Methods of Job Evaluation
- Reflection & Review: Reflecting on Job Evaluation Techniques in Agile



Day 3: Hazard Analysis and Organizational Design

- Topic 1: Conducting Job Hazard Analysis Training
- Topic 2: Introduction to Organizational Design Courses in Agile
- Topic 3: Hay Job Evaluation Training
- Reflection & Review: Reviewing Job Hazards and Organizational Design Techniques in Agile

Day 4: Succession Planning and Management

- Topic 1: Succession Planning Training using Replacement Charts
- Topic 2: Exploring Agile Human Resource Management and Planning
- Topic 3: Role of HR Manager in Agile
- Reflection & Review: Understanding Succession Planning and Management in Agile

Day 5: Agile HR Roles and Conclusion

- Topic 1: Agile HR roles
- Topic 2: Reflecting on the Role of the HR Business Partner in Agile
- Topic 3: Emphasizing Agility in HR and HR Agility
- Reflection & Review: Preparing for the Role of Agile HR Practitioner

How This Course is Different from Other Agile HR Training Courses:

Our course sets itself apart by blending traditional HR functions with Agile methodologies. Unlike other job evaluation courses, we focus on a comprehensive understanding

of job analysis, evaluation, hazard analysis training, and qualitative job evaluation methods. We place a special emphasis on agility in HR and HR agility.

Training Course Categories



**Finance and
Accounting Training
Courses**



**Agile PM and Project
Management Training
Courses**



**Certified Courses By
International Bodies**



**Communication and
Public Relations
Training Courses**



**Data Analytics Training
and Data Science
Courses**



**Environment &
Sustainability Training
Courses**



**Governance, Risk and
Compliance Training
Courses**



**Human Resources
Training and
Development Courses**



**IT Security Training & IT
Training Courses**



**Leadership and
Management Training
Courses**



**Legal Training,
Procurement and
Contracting Courses**



**Maintenance Training
and Engineering
Training Courses**



Training Course Categories



Marketing, Customer Relations, and Sales Courses



Occupational Health, Safety and Security Training Courses



Oil & Gas Training and Other Technical Courses



Personal & Self-Development Training Courses



Quality and Operations Management Training Courses



Secretarial and Administration Training Courses



AGILE LEADERS
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Training Cities



Accra - Ghana



Amman - Jordan



Amsterdam - Netherlands



Athens - Greece



Baku - Azerbaijan



Bali - Indonesia



Bangkok - Thailand



Barcelona - Spain



Cairo - Egypt



Cape town - South Africa



Casablanca - Morocco



Chicago - USA



Doha - Qatar



Dubai - UAE



Geneva - Switzerland



Istanbul - Turkey

Training Cities



Jakarta - Indonesia



Johannesburg - South Africa



Kuala Lumpur - Malaysia



Langkawi - Malaysia



London - UK



Madrid - Spain



Manama - Bahrain



Milan - Italy



Munich - Germany



Nairobi - Kenya



Paris - France



Phuket - Thailand



Prague - Czech Republic



Rome - Italy



San Diego - USA



Sharm El-Sheikh - Egypt



AGILE LEADERS
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Training Cities



Tbilisi - Georgia



Tokyo - Japan



Trabzon - Turkey



Vienna - Austria



Zanzibar - Tanzania



**Zoom - Online
Training**

WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.



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CONTACT US

 UAE, Dubai Investment Park First

 +971585964727
+447700176600

 sales@agile4training.com