



Mapping Your Future  
Workforce with Strategic  
Workforce Planning

2022 VIRTUAL CONFERENCE

# ***Building an Agile Workforce Planning Team***

***February 2, 2022***

### Session Presenter

**Steve Dierckes, CSM, CLSS**

“I help organizations get unstuck”



- Certified Scrum Master certification
- Lean Six Sigma certification (Green)
- 6 company turnarounds
- 5 company startup/scaleups
- 7 companies through M&A processes



What is Agile?

What should you know about it?

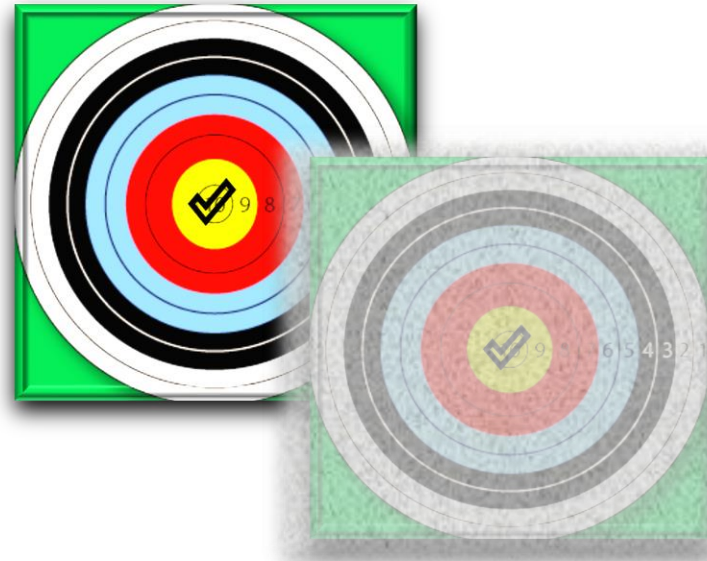
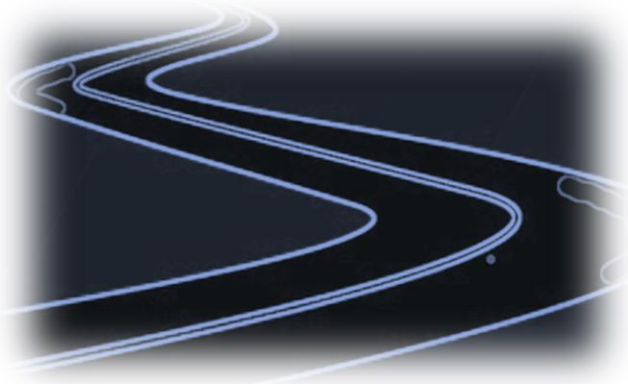
Why use Agile?



## What is Agile?

What should you know about it?

Why use Agile?



“The Great Resignation”



## What is Agile?

What should you know about it?

Why use Agile?



## Some Agile Basics



## Adopting an Agile Mindset



Sun	Mon	Tue	Wed	Thu	Fri	Sat	
30	31	<b>1</b>	2	3	4	5	
6	7	8	9	10	11	12	
< Previous Appointment	14	15	16	17	18	19	> Next Appointment
	21	22	23	24	25	26	
27	28	<b>1</b>	2	3	4	5	



*Value*



# Adopting an Agile Mindset - Talent Sourcing





# Adopting an Agile Mindset - Talent Sourcing

CliftonStrengths



**Daniel Goleman**  
EI Assessments



# Workforce Planning + Agile Basics



- Workforce Planning, simplified - “rights” – people, seats, skills, etc.



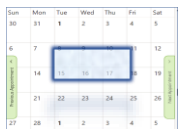
- Get strategic visibility to products, markets, and overall organization success – so you know when to pivot or U-turn



- Break down goals and steps into shorter, simpler, measurable objectives – so you can more easily pivot and U-turn



- Consider using “User Stories” – to specifically identify the work, and can specifically define “Good” and “Done”



- Calendar increments and Sprints



# Agile + Scrum for a Workforce Planning Team

*Size may vary – might depend on # times through the wash and spin cycles 😊*



Product Owner



Development / “Scrum” Team  
(4 to 7, typically)



Scrum Master  
(hire Sadhguru?)



# Agile + Scrum for a Workforce Planning Team



Daily Scrums/Huddles

User Story

*Batch Flow*  
*vs.*  
*One Piece Flow*

How You Process Your Work



Retrospective



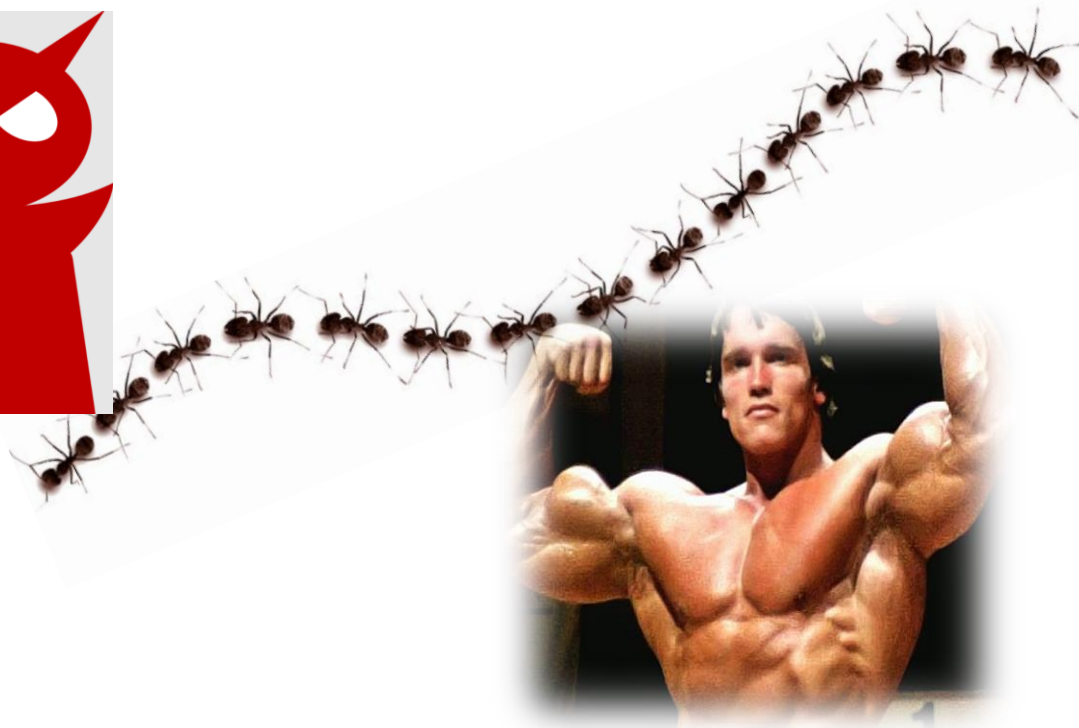
## Limitations - and Going Beyond



# Agile Workforce Planning

*What's your end goal?*

*Will you use Agile to get there?*



# Reference / Resources



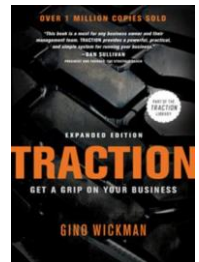
Project Brilliant

Want to really learn about Agile and subsets like scrum? Interested in having your organization go through true Agile training? *Contact the best* – **Project Brilliant!**

[www.projectbrilliant.com](http://www.projectbrilliant.com), or Kristen Kopel at [kkopel@projectbrilliant.com](mailto:kkopel@projectbrilliant.com)



Is your company ready to truly advance as an organization, to get past sloppy planning and execution, to operate with Agile and Lean more wholistically? Consider the EOS system! [www.eosworldwide.com](http://www.eosworldwide.com), or contact Jen Ramo at [jen.ramo@eosworldwide.com](mailto:jen.ramo@eosworldwide.com).



# Reference / Resources



***Understanding*** what products, services, markets and customers are delivering the greatest profit to your business; Implementing basic Agile and Lean methodologies and better decision-making to ***drive performance improvement...***

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Want to read/learn about Agile online? There are endless resources – blog articles, videos, etc. – too many to recommend. Want to do so safely, without security risks or the inefficiency of ads? I recommend...

 brave browser, not  or , and DuckDuckGo , not .