Building A People Analytics Strategy

LEARNING OBJECTIVE:

- Learn to develop and implement a People Analytics Strategy.
- Be able to identify which people-related challenges are a priority and develop a People Analytics Strategy accordingly.
- Understand common workforce issues and how to solve these.
- Learn to align people analytics with the overall business strategy.
- Understand how strategic workforce planning can be incorporated with the People Analytics Strategy.
- Learn to segment both your audience and your employees to identify key job roles

WHAT YOU WILL LEARN:

MODULE 1: DEFINING PEOPLE ANALYTICS

▶ **1: The Context of People Analytics**

- Describe the different stages of maturity
- Understand the people analytics definition
- Explain the scope of people analytics

▶ **2: Barriers to Progression**

- Understand the underlying causes that impact you ability to execute reporting
- Explain the top level characteristics of people analytics
- Describe the foundation that is necessary to conduct analyses

MODULE 2: BUILDING A PEOPLE ANALYTICS STRATEGY

▶ **3: Core frameworks and considerations**

- Understand how people analytics should add value
- Describe several barriers for people analytics
- Explain the analytics mind map

▶ **4: Linking People Analytics Business Strategy via SWP**

- Understand the differences between operational and strategic workforce planning (SWP)
- Explain the process behind SWP
- Describe all stages of SWP

▶ **5: Enhancing Your People Analytics Strategy**

- Explain the top level inputs for a people analytics strategy
- Describe how absence impacts the business
- Understand the impact of diversity

▶ **6: People Programs & Initiatives**

- Understand the graduate scheme for organizations
- Describe agile working
- Explain how you can challenge assumptions

▶ **7: Segmenting Audiences & Employees**

- Describe key employee segmentation
- Understand audience segmentation
- Explain how you can describe job roles

MODULE 3: THE EXECUTION OF A PEOPLE ANALYTICS STRATEGY

▶ **8: Workforce Issues**

- Explain how employee turnover impacts the business
- Learn how you should focus on managerial dissatisfaction
- Understand how you can isolate and find the root cause of a workforce issue

▶ **9: Retention Analysis**

- Understand the business impact of retention
- Describe how you can put in place retention strategies
- Explain how you can segment employees by skill set

▶ **10: Measuring the effectiveness of recruitment**

- Describe how you run a recruitment analysis
- Understand the different metrics that you can use to measure recruitment effectiveness

- Explain the results of a recruitment analysis

▶ 11: Optimizing the ROI of HR Programs

- Understand the Kirkpatrick Model
- Learn how to measure costs and profit margins
- Explain how you can calculate the ROI of L&D

▶ 12: People Metrics & Business Metrics

- Describe how you can challenge assumptions
- Understand what the analytical mindset means
- Explain how you can analyze turnover rate