



## Global Data Integrity

### LEARNING OBJECTIVE:

- Learn to create a global HR data glossary.
- Be able to assess the data quality in your HR system.
- Have sufficient knowledge of global differences in data input and how to match local requirements with global data needs.
- Know the importance and strength of cross-cultural systems.
- Have detailed knowledge of every step in a full-scale data integrity project and be able to execute it.
- Know the most effective drivers behind change-management processes with HR data systems.
- Have the knowledge to create sustainable improvements in your data governance programs.

### WHAT YOU WILL LEARN:

#### MODULE 1: DATA INTEGRITY & COMPLIANCE

##### ► 1: Introduction to Global Data Integrity

- Describe what data integrity is
- Understand several key terms important for data integrity
- Explain the importance of data integrity

##### ► 2: Measuring Data Integrity

- Understand the differences between qualitative data assessment and quantitative data assessment
- Explain the purpose of assessments
- Describe multiple questions to assess data integrity

##### ► 3: Global Compliance & Data Integrity – Part I

- Understand several global data privacy laws
- Describe the impact of global data privacy laws on HR systems
- Explain how data tracking influences HR systems



## ► 4: Global Compliance & Data Integrity – Part II

- Describe the impact of GDPR on privacy laws in Europe
- Understand works council regulations
- Explain data privacy laws and cyber security laws

## MODULE 2: BASIC STATISTICS

## ► 5: Global Field Standards – Part I

- Understand the global glossary of data integrity
- Describe several fields included in global glossaries
- Explain how you can manage a global glossary

## ► 6: Global Field Standards – Part II

- Understand how dates & names influence data tracking
- Explain the intricacies of legal entities & work locations
- Describe several output fields

## ► 7: Configuring High Quality Data – Part I

- Explain several types of systems
- Understand the influence of accurate inputs
- Describe overarching principles in well-designed systems

## ► 8: Configuring High Quality Data – Part II

- Understand common configuration changes
- Explain how to deliver and maintain changes
- Describe how you can improve field selections

## ► 9: Assessing End Data Needs

- Understand which data is needed for core HR functions
- Explain several key business metrics
- Describe both system- & outside data



# Mildain Solutions

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## MODULE 3: GLOBAL / CROSS-CULTURAL SYSTEMS

### ► 10: Global System Importance

- Explain how your system provides local value
- Describe how your system can function as a system of record
- Understand how your system can be easily accessible to local HR

### ► 11: Cross-Cultural Organizations

- Understand the importance of cultural diversity
- Describe the difference between high- and low-context cultures
- Explain what an organizational culture means

### ► 12: Cross-Cultural Training & Feedback

- Describe the impact of the language of a training
- Understand the treatment of time
- Explain several ways feedback is given cross-culturally

## MODULE 4: DRIVING DATA IMPROVEMENTS

### ► 13: Drivers of Change

- Understand the drivers of organizational change
- Describe high- and low-quality data cycles
- Explain the importance of adding value

### ► 14: Sustainable Improvements

- Describe how to create a culture of data integrity
- Explain how to set up a data governance program
- Understand several data maturity models

### ► 15: Next Steps, Projects Plans & Recap

- Recap of Modules 1, 2, 3 & 4
- Explain several ad-hoc of data integrity improvements
- Understand the scale of data integrity projects