Workplaceif
Academy

HR Analytics

for HR Professionals

Advisory | Academy | Analytics

Contents

Learning Impact

Outside-in perspective

An ability to connect business priorities to HR processes & quantify benefits

A trusted advisor

A shift from operational to strategic measurement

A data-driven storyteller

speak language of HR data and business narratives

01
Proof of Value

HR Analytics - no longer a fringe topic of special interest
Industry examples

CISCO **THALES**

Re-located bases and saved £30m

A quick-service restaurant chain

C-sat up by 100%, speed of service improved by 30%, sales up by 5 percent

CREDIT SUISSE

Reduction in attrition by 1% results in savings ranging from USD 75 million to 100 million per annum

Shell

1% increase in employee engagement results in 4% reduction in safety incidents

McDonald's

C-SAT score increases by 20% by having at least one employee aged over 60 in each stores

LinkedIn

To predict its annual hiring requirement to within 5%. 15% under budget for the year and saved the company millions of dollars.

The McKinsey Global Institute estimates that companies using a portfolio of HR-analytics solutions could realize an increase of 275 basis points in profit margins, on average, by 2025.
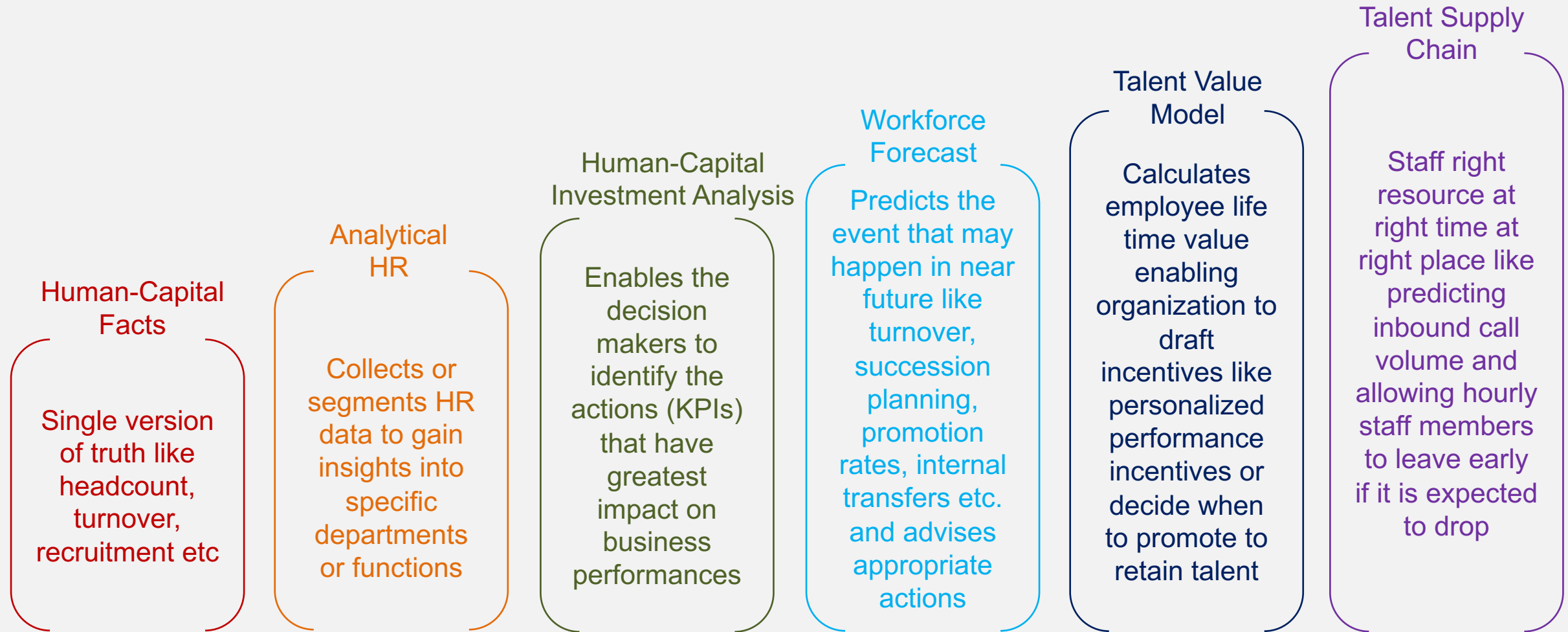
Who are we

An HR Analytics industry think-tank

Workplaceif Academy is on mission to fuel the future of Human Resources and workplace by embedding HR analytics in the organizational DNA.

We aspire to create many more success stories through custom-build industry-led L&D interventions for HR professional.

Creating the holistic value-chain of Human Capital Analytics
Using our proprietary framework – PPiDC

[ ]

Human-Capital Facts

Single version of truth like headcount, turnover, recruitment etc

Analytical HR

Collects or segments HR data to gain insights into specific departments or functions

Human-Capital Investment Analysis

Enables the decision makers to identify the actions (KPIs) that have greatest impact on business performances

Workforce Forecast

Predicts the event that may happen in near future like turnover, succession planning, promotion rates, internal transfers etc. and advises appropriate actions

Talent Value Model

Calculates employee life time value enabling organization to draft incentives like personalized performance incentives or decide when to promote to retain talent

Talent Supply Chain

Staff right resource at right time at right place like predicting inbound call volume and allowing hourly staff members to leave early if it is expected to drop

A course designed for HR Business Partners

STARTER-PLUS

Ideal for experienced HR professionals and HR leaders

Get your hands on HR data and use statistical analysis to make business decision

See through your analysis in an intuitive visual to tell the story

- Foundation of HR Analytics – framework to connect business outcome to HR processes

- How to get started on the journey – PPiDC framework to build People Analytics capability in HR flow of work

- Asking the right questions to build business-centric hypothesis

- Do-it-Yourself strategic measurement

- Use of descriptive and inferential statistics for business decision

- Visual analytics – How to maximize the impact using right visualization

- Data-driven story telling

- Real-life examples for the complete employee lifecycle
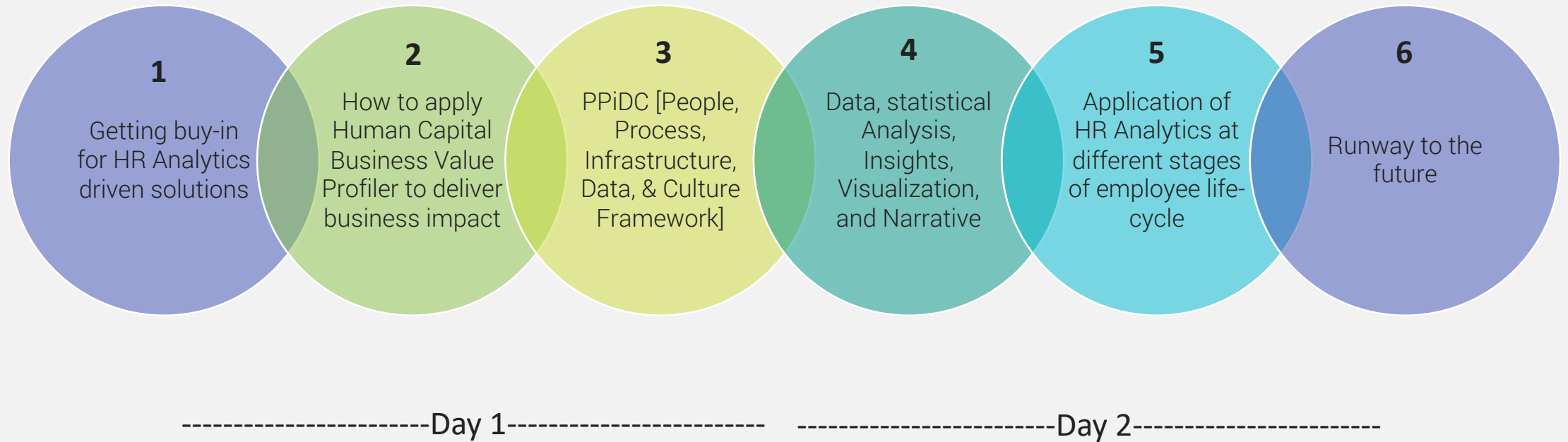
02
Course Curriculum

What to expect

- Set the context - Learn the introduction to fourth Industrial revolution, current technological disruption, and impact on future workplace & Human Resources. Deconstruct Business strategy and connect to HR process - Be able to identify workforce-related challenges, use Human Capital Business Value profiler framework to connect business challenges to HR processes, and prioritize interventions

- How to get started on the journey - Understand HR Analytics maturity model; Learn PPiDC framework to build top-notch HR Analytics capability in your organization;

- Do-it-yourself measurement – Ask the right questions, design Operational, tactical, & strategic HR metrices

- Data to Insights (D2I) framework - Build hypothesis, learn data collection & preparation framework, use descriptive and inferential statistics to find key insights, convert them into a strategic measurement and start telling a data-driven insightful and actionable stories to the business leaders

- Multiple real-life case studies - Employee attrition, Recruitment effectiveness, L&D ROI measurement, Employee engagement, Diversity & Inclusion, and high performing sales force persona identification.

Course snapshot

1

Getting buy-in for HR Analytics driven solutions

2

How to apply Human Capital Business Value Profiler to deliver business impact

3

PPiDC [People, Process, Infrastructure, Data, & Culture Framework]

4

Data, statistical Analysis, Insights, Visualization, and Narrative

5

Application of HR Analytics at different stages of employee life-cycle

6

Runway to the future

----------------------Day 1----------------------   ----------------------Day 2----------------------

- Duration: 2 days
- Delivery channel: Classroom (onsite)

- Participant handbook
- Access to the trainer for clarification post sessions too

Module 1
Getting buy-in for HR Analytics driven solutions

Objective

- Future of Work and Human Resources Function

- Drivers behind increasing demand of HR analytics

- Impact of HR Analytics on Business priorities

- Key requirements to perform HR Analytics

- Barriers of adoption

- The business case for HR Analytics

Outcomes

- Getting on-board with the changing business expectations from Human Resources

- Gain holistic understanding of HR Analytics value chain

- Use Workplaceif HR Analytics strategy framework to build business case to get buy-in from senior leadership

- Identify & Drive quick-win projects deliver short results

Module 2
Learn how to apply Human Capital Business Value Profiler and PPiDC framework for the business impact

Objective

- Is HR Analytics about Human Resources?

- Linking organization business priorities to workforce strategy and processes

- How to build HR Analytics into HR flow of work

- Key Ingredients of a strategic measurements
  - Different roles that people can play
  - Tech stack for being an innovation leader
  - Processes to drive consistent customer experience
  - Different sources of data, issues, and fix
  - Culture eats strategy in breakfast

Outcomes

- How to apply Human Capital Business Value Profiler in your day-to-day HR processes to think like a strategic partner

- Approach HR problems as a data problems

- Learn to build a capability that is available to all HR functions and HR business partners in their day-to-day processes

Module 3
HR Measurements – Operational, Tactical, and Strategic metrices to meet all sorts of business requirements

Objective

- Describe the components of the metrics

- Key elements of HR scorecard

- Explain the financial perspective

- Implementation of HR Metrics

- Define HR Metrics Benchmarking, different benchmarking type, and challenges associated with it

- HR Scorecard Vs HR Dashboard and best practices to define a dashboard layout

- From organizational capability to business impact – Analytics maturity model

Outcomes

- Understand the HR Scorecard

- Learn to focus on Business and HR critical metrics that enables strategic decisions

- Understanding of different type of measurements in HR and application in each segments of the function
  - Effectiveness Vs Efficiency
  - Inform Vs Influence
  - Lead vs Lag

Module 4a
Data, Statistical Analysis, Insights, Visualization, and Narrative

Objective

- Asking the right question to develop right hypothesis

- Go through few best-in-class business HR questions from exhaustive list of 100+ questions

- Questions leading to data requirements

- Build the research plan

- Data Collection and treatment
  - Internal Vs External data
  - How to get data – population and attributes
  - Sampling technique
  - Avoiding bias while collecting data
  - Data cleaning and treatment

- Data analysis (including when not to use statistics) – descriptive and inferential statistics

Outcomes

- Approach HR problems as a data problems

- Learn to understand/establish hidden relationships between variables

- Learn to ask, analyze, intrepret and solve the business questions

- Create HR strategy, programs based on the analysis

Module 4b
Data, Statistical Analysis, Insights, Visualization, and Narrative

Objective

- Correlation is not causality – understand the difference and use cases of correlation, regression, and causation

- Visual Analytics – what graphs to use to represent the key results

- Deliver the impactful business-driven narrative

- Skelton of an statistics report
  - One-page executive summary
  - Recommendation
  - The Question
  - Data
  - Analysis

- How to read a statistical HR report

Outcomes

- Learn to create and consume statistical HR report

- Learn to identify the right visual, colour pallet, and construct of the dashboard (Exploratory)

- Establish threshold/benchmarks to monitor and drive HR Programs, process, etc.

- Understand what is significant in science may not be important to business and vice versa – when to use/ not use statistics for business decision

Module 5
Application of HR Analytics at different stages of employee life-cycle

Objective

- Application of Analytics in Recruitment, Learning & Development, Diversity & Inclusion, Employee Engagement, and Workforce

- Four quadrant approach to identify business and HR strategic measurements for different functions of HR

- Can Analytics solve problems like leadership identification, high performing employee persona, capping excess attrition of new-joiner or talents employees, values operationalization?

Outcomes

- Learn to deconstruct conventional Talent related challenges into an analytics problem to drive data-driven decision making

- Refine HR programs, policy, and guidelines using insights

- Develop foundational skills to:
  - fix the root cause of the problem
  - Drive proactive interventions in the business
  - Improve brand value of the organization

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Module 6
Runway to the future

Objective

- Is AI, machine Learning, IoT, and RPAs a hype or reality?

- Are there any real-life used cases?

- What could be the possible situations where we can apply these sophisticated technologies and techniques?

- Let's walk-in to future of HR – powered with AI, ML, RPAs, and IoTs.

Outcomes

- Be aware of the future and possible impact

- Start to think about possible actions your organization and you can take to capitalize the benefits from future cognitive technologies

- Appreciation for data-privacy and more

- Create HR products in the form of Web applications/apps powered by AI

03
Facilitators

Facilitators

Manoj Kumar

Founding Partner

A thought leader, HR 40Under40 award winner, influencer, blogger, speaker, and an advisor for workplace digital transformation, People Analytics, and future of work.

Manoj was heading HR Analytics Global CoE at HSBC before founding Workplaceif. He is an IIT-IIM alumni and has spent close to two decades with global Technology, manufacturing, and financial services fortune 500 firms,

04
What's Next

Our academy approach to deliver maximum impact

STARTING POINT

1 Course Selection

STARTER
PLUS
+PLUS

2 Embed customization

Speak to HR Leaders to bring relevant case studies

3 The Contract

Complete relevant contract requirements

Decide on the delivery date

Measure Impact and Plan NEXT

4 Launch 5-5-5 Survey

Establish current maturity level of the organization w.r.t HR Analytics

5 Classroom based delivery

On-premise delivery of the course

6 Do second & third 5-5-5 survey to measure impact

2nd survey after 5 days of the program
3rd survey after 5 weeks of the program

Commercial – HR Analytics course custom designed for Fiat-India

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For NHRD Bangalore Members:
INR:

For Non-members:
INR:
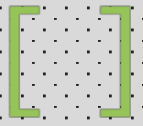
Appendix
Little More About Us

[**Workplaceif**]

Origin of [ ]

What will our "WORKPLACE" look like "IF" certain technologies, ideas, approaches, and trends at workplace become a reality - from AI, RPA, BOTs, AR/VR to Analytics, the 4th IR to machine augmented human workforce, and everything in between.

Workplaceif, is a People Analytics think-tank that provides critical thought leadership and analytics solutions on HR data literacy and people-related management objectives via advisory, academy, and consulting services.
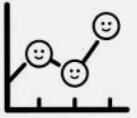
We do one thing | The People Analytics

Advisory

We help organization design, discover, and deliver a sustainable people analytics capability. A capability that is embedded in their flow of work to improve the human capital ROI of the organization.

Consulting

We partner with Business and HR Leaders to custom-build advanced analytical solutions for their strategic priorities across entire employee life-cycle
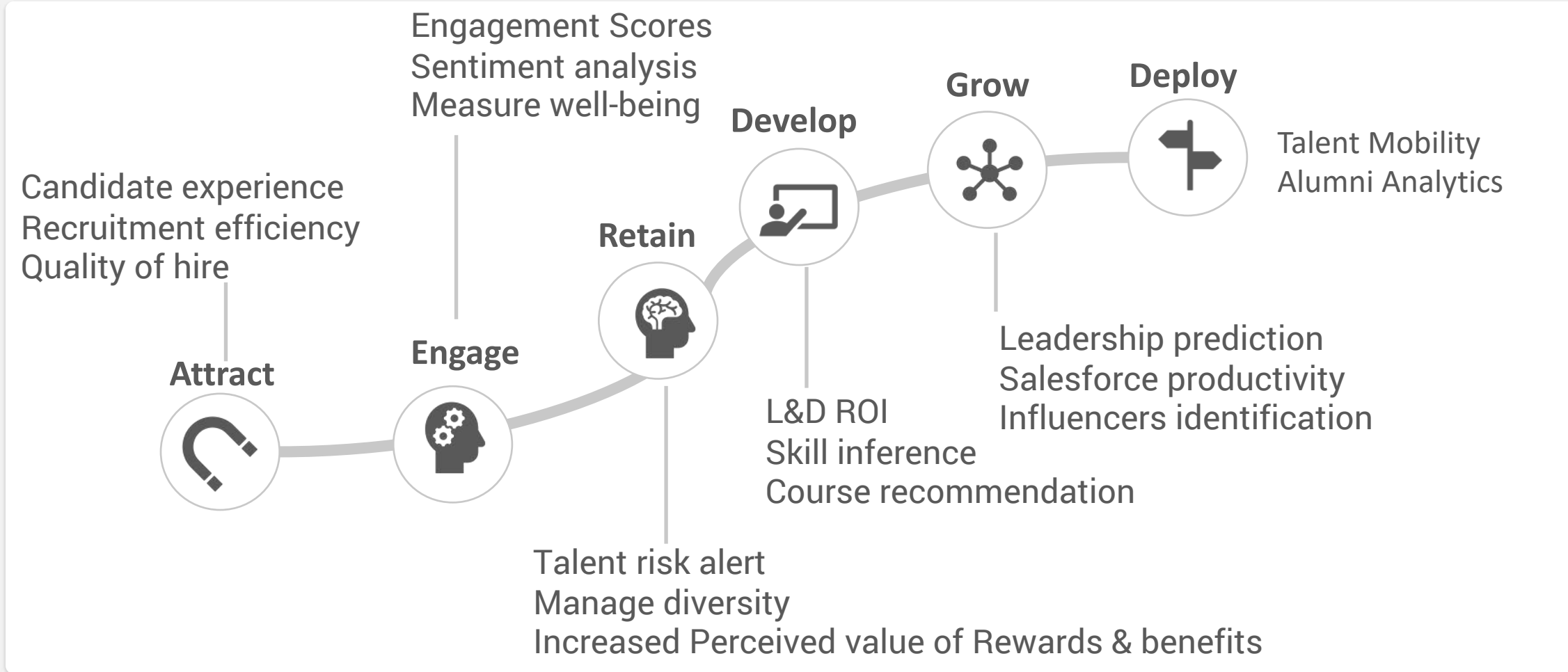
Academy

We upskill HR function on the future of work, data literacy, and analytics through in-house customized training programs.

[ ] Consulting

Data-driven interventions made available across entire employee lifecycle

Engagement Scores
Sentiment analysis
Measure well-being

Deploy

Grow

Develop

Candidate experience
Recruitment efficiency
Quality of hire

Retain

Talent Mobility
Alumni Analytics

Attract

Engage

Leadership prediction
Salesforce productivity
Influencers identification

L&D ROI
Skill inference
Course recommendation

Talent risk alert
Manage diversity
Increased Perceived value of Rewards & benefits

The Advisory & Leadership

Cosette Reczek
Advisor Consultants

An Experienced NED, GDPR SME, Management Consultant & Executive Leader

Deenadayalan
Advisor

Vice Chairman, CEO-Vietnam; Founder of CEO Skill Academy

Max Blumberg
Advisor Consultants

Founder – Blumberg Partnership Ltd, Visiting Professor at Leeds University Business School

Manoj Kumar
Founding Partner

A thought leader, HR 40Under40 award winner, influencer, blogger, speaker, and an advisor for workplace digital transformation, People Analytics, and future of work.

LET'S START

QUANTIFY THE HUMAN CAPITAL. NOW.

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