



## Structuring a Centre of Expertise for People Analytics

Organisations often struggle to quantify – and business managers find it difficult to accept - the impact people actions have on operational performance.

The presence of a Centre of Expertise mitigates against this risk.

If structured correctly a Centre of Expertise can deliver a credible, agile and maintainable people analytics proposition. It features the following advantages:

### Specialism

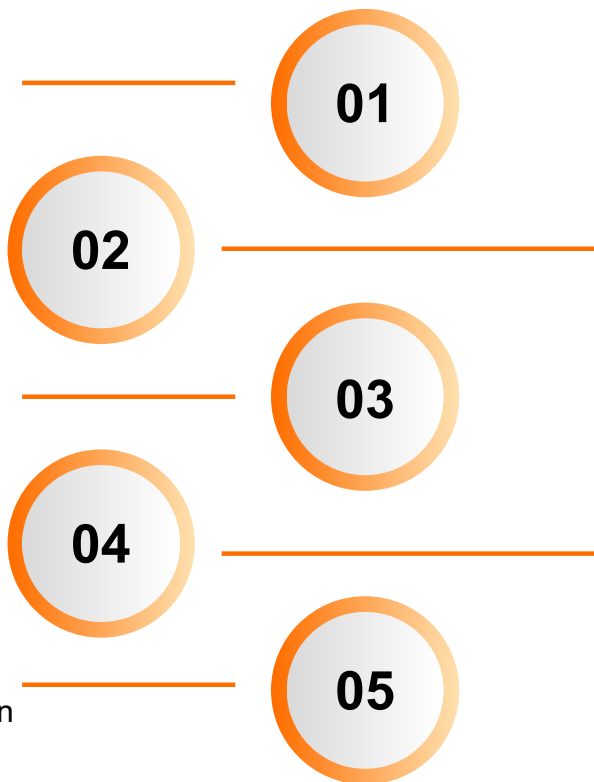
Centralises analytical experience and capability within a team of dedicated professionals

### Responsibility

Formalises accountability for promoting people insights as a lever for organisational decision making

### Development

Creates a credible career path for professionals considering specialisation in the discipline thus increasing the quality of the candidate pool



### Optimisation

Provides a single external interface thus creating the opportunity to incorporate industry best practice

### Refinement

Stimulates an environment where opportunities for improvement can be regularly explored by utilising knowledge gained across the organisation

If deployed competently and developed conscientiously it will deliver, and support others to provide, people insight that informs organisational decision making.

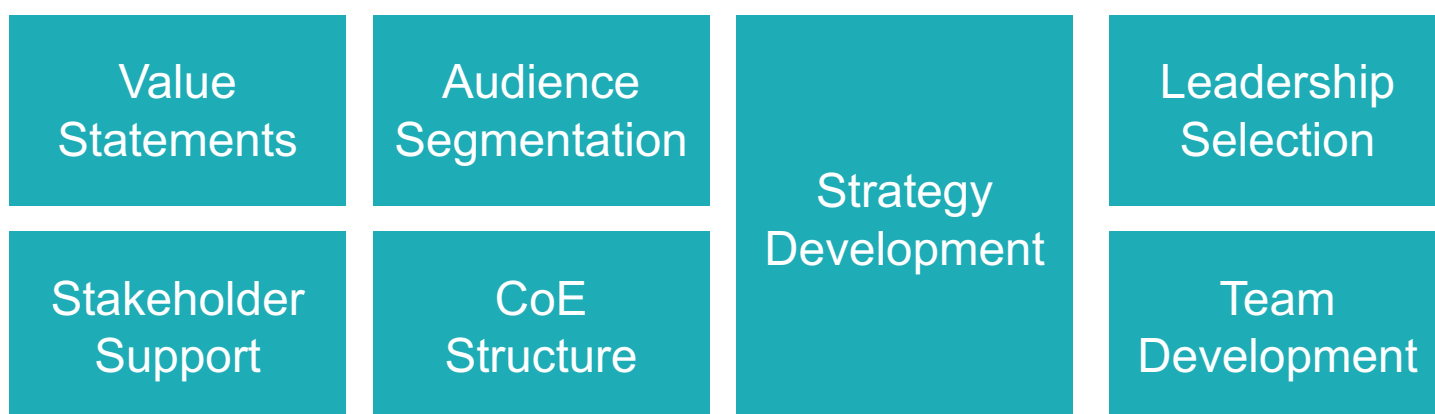
It will foster a relationship with its audience that has at its core proactive partnership ahead of reactive service provision.

These benefits can only begin to be realised if certain critical elements are in place. This is where we add value.

## Our Services

Workforce Dimensions partner with organisations to help them conceive, build and embed centres of expertise for People Analytics.

We deliver (or support our clients to deliver) in multiple areas. Typical areas of involvement include:



- Crafting a value statement (and/or mission statement) for a (proposed/existing) Centre of Expertise and presenting the case for stakeholder support
- Understanding the disparate audiences for people analytics and the most effective channels of delivery, and structuring the Centre of Expertise to reflect these considerations
- Developing a strategy for people analytics that prioritises value-add activities and focuses resources accordingly
- Sourcing the right leader for the Centre of Expertise - from job description through to appointment, and ongoing support
- The structuring and delivery of development programmes for people analytics specialists and the wider HR community

To discuss requirements and to understand more about our services please contact us:

[info@workforcedimensions.co.uk](mailto:info@workforcedimensions.co.uk)