



People Analytics Development Programmes

Less than half of business leaders agree that HR 'regularly and reliably informs organisational decision making'.

Confidence is significantly higher where a People Analytics development programme has been deployed.

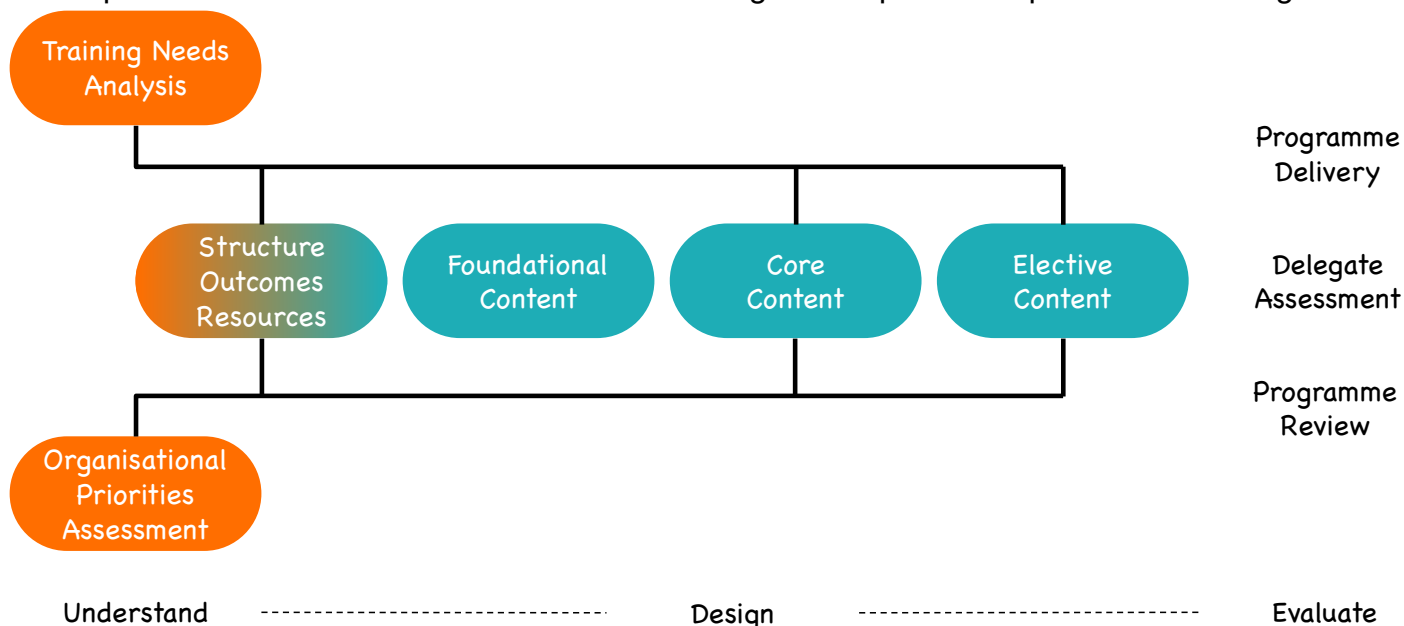
Levels of success vary, so how can value derived from such an investment be maximised?

Our Services

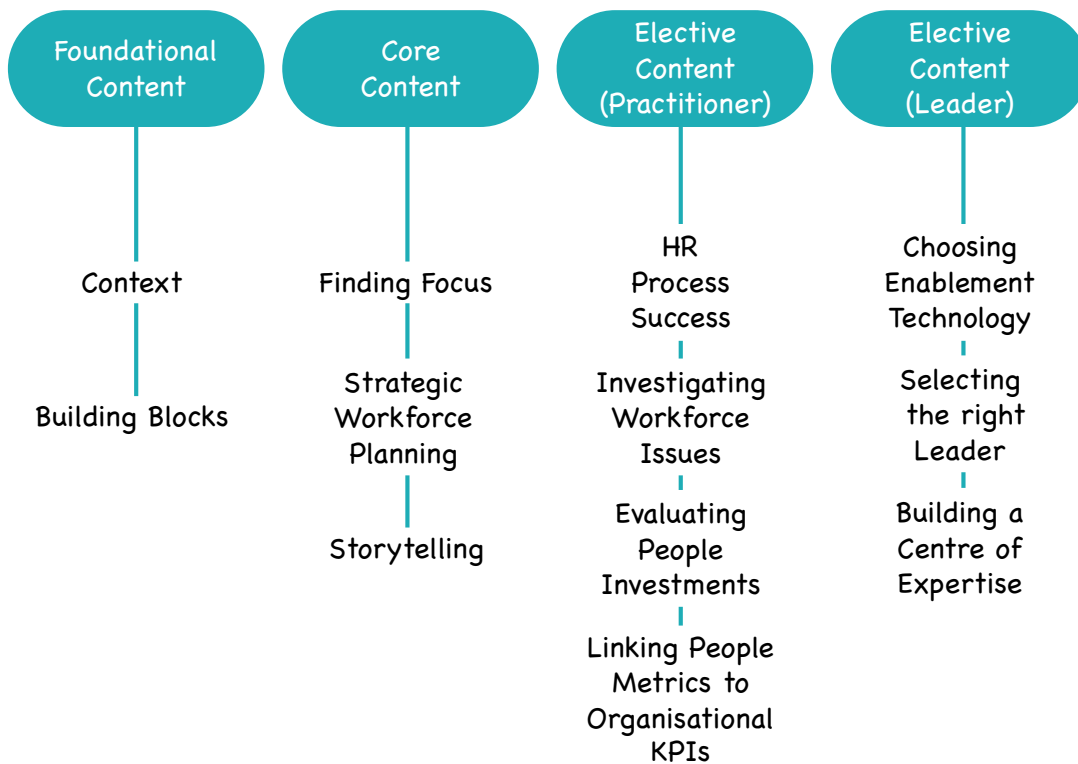
Our syllabus has been developed over 15 years and reflects learning across 100+ consulting and development engagements spanning multiple industry sectors. Our programmes have academic rigour and the techniques we share are routinely and successfully applied in the workplace.

Our facilitators are People Analytics and Strategic Workforce Planning experts. We engage lead practitioners, specialist consultants and experienced academics to deliver our programmes - we do not employ generic 'trainers'.

We work with our clients to determine the optimal balance of content, taking into account the developmental needs of the individual and the strategic and operational priorities of the organisation.



Our content is modular in nature - this allows us to seamlessly configure tailored programmes.



A guide to our modular content:

Foundational Content

Context raises awareness and provides clarity on the scope of people analytics, offers definitions and explains terminology.

The **Building Blocks** module illustrates the constituent parts of the subject matter, describing the capabilities required, together with advice on the use of data, and people measures, metrics and KPIs.

Core Content

Finding Focus provides guidance on identifying key employee segments and critical roles, and how to conduct audience profiling. Crucially we explain how people analytics can add value to organisational decision making. We also provide a framework for building a people analytics strategy.

Strategic Workforce Planning (SWP) is a standalone process that has the supplementary benefit of prioritising people analytics investigations in line with organisational priorities. This module outlines our SWP methodology from strategic analysis, to forecasting and gap analysis and finally action planning.

**this module provides an overview as standard, however we also offer an in-depth development programme*

Storytelling provides frameworks that will enable delegates to showcase the output from their analytical investigations in a compelling manner. Guidance is given on the use of charts and other visualisations.

For 'practitioners' content can be selected from three modules each of which provide tools and techniques which enable the execution of a wide selection of people analytics investigations:

- | Measuring the effectiveness of HR processes and the success of people initiatives
- | Determining the root cause of current and emerging workforce issues
- | Evaluating and maximising the value of investments in people

For those tasked with establishing and/or leading a people analytics function, we offer coaching to small groups or individuals centred around three key themes:

- | Choosing enablement technology
- | Selecting the right leader
- | Building a centre of expertise

Throughout, learning is reinforced by case study illustrations and simulations.

We invite our clients to select from a catalogue of content to ensure alignment with organisational priorities and the individual development needs of the delegate group.

Although the vast majority of our client's requirements can be met using existing material, we also develop new content on request.

- Each module can be delivered in 'overview', 'standard' or 'enhanced' format depending on the depth and breadth of learning required
- Our programmes are typically delivered remotely via a video conference / collaboration platform. However, we are happy to discuss face-to-face delivery
- We offer multiple approaches to delegate assessment and review the impact of our programmes with our clients during and at the conclusion of delivery
- We can supplement standard 'real-time' delivery with asynchronous learning
- For those who do not have the option to enhance their analytical skills as part of an organisational initiative, we now offer an 'Individual Development Programme' (IDP).

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

info@workforcedimensions.co.uk