People Analytics

How to use People Analytics to drive transformation and experiences that matter

Introduction

This programme will enable you to develop a cutting-edge analytics function in order to facilitate decision making and create business value in your organisation. It explores how to embed a culture of data driven HR through live case studies.

Taking a strategic focus, you will discover what data already exists in your organisation and how you can leverage metrics to facilitate data driven insights. Using analytics will enable you to work with stakeholders in solving problems, making predictions and evaluations. You will examine why there is a lack of application and buy in of people analytics to support business outcomes and drive transformation.

But where do you start? You will explore a number of success stories, analyse data sources, review your people analytics strategy and your business strategy and learn about the power of impactful visualization. You will also assess a range of analytics solutions, the scope of technology and learn about how people analytics and AI has been used effectively to improve the candidate experience.

Learning Outcomes

- To understand the value of analytics
- To examine a business case using dashboard information to demonstrate business value
- To analyse how to develop a data driven culture to support evidence-based decision making
- To assess storyboarding and visualisation in order to present and discuss data with confidence
- To evaluate how to work effectively with stakeholders using data to drive insights and solutions

Programme Structure

Live online 2 x 3 hour sessions

Section 1: Setting the Scene	- Understanding the differences between data/metrics/analytics - What are people analytics and their importance? - Benefits of having and applying analytics in your organisation
Section 2: Explore	- Exploring various people analytics across all people decisions - Discuss factors to consider when using people analytics and the approach to take
Section 3: Engage	- Getting buy in for people analytics within your organisation - Using technology to support people analytics engagement and outcomes

Schedule

This programme is delivered live online across two sessions, timed to support international participation

Activities

- Live case studies
- Success stories
- International collaboration
- Action planning

Highlights

- Rationale and insights gained from using AI and People Analytics in the candidate experience reviewed

Instructor – Matthew Thomas

Matthew is a Senior Human Resources Executive with more than 20 years' extensive generalist HR experience leading teams in the delivery of transformational change, people strategy, building high-performing leadership teams and culture, HR digital transformations, and building employee experiences that are leading edge. Matthew has held senior HR roles, across various industries such as banking, hospitality & commercial and is a driving force for disrupting tradition HR Practice.

Course fee

£349 inclusive of VAT

Course enquiries

For course enquiries, please email support@futurepeoplelearning.com or call us on (0) 207 175 2331

Enrolment

To enrol, please visit our web site at www.futurepeoplelearning.com and select 'Enrol' from the main menu and from the dropdown list complete the application form entitled 'CPD short course enrolment'.