



LEVERAGING HR AND ANALYTICS

18 – 19
September 2019

Employee salaries and HR programmes frequently account for close to half of many organisations operating expenses. One reason for this high level of investment is the recognition that people are the ultimate source of innovation and competitive advantage. In order to leverage maximum employee value and potential, many leading organisations are turning to human capital analytics to gain a deeper understanding of their workforces, and improve the quality and credibility of HR decision-making.

Introduction

This two-day programme run by leading HR analytics experts provides an in-depth introduction to HR analytics and enables you to develop the skills to initiate a human capital analytics journey by providing tools and methods for:

- Linking HR and business strategies
- Assessing organisational readiness for analytics initiatives
- Building the business case for analytics
- Demonstrating the credibility and value added by HR
- Using analytical insights to improve talent management processes
- Defining the roles, capabilities, and structures required to maximise analytics effectiveness.

Learning Outcomes

By the end of this course, you will be able to:

- Define human capital analytics
- Understand the importance of HR analytics as an evidence-based decision-making tool
- Describe the most common human capital strategies used by organisations
- Describe the evolution of HR analytics
- Describe a typical analytical process used to measure the impact of HR programmes on organisational outcomes
- Explain the accountability of HR in the context of human capital analytics
- Explain the importance of valuing human capital
- Explain the changing accountability of HR in the context of human capital analytics
- Learn how to assess an organisation's readiness to implement a human capital analytics initiative
- Understand the criteria for selecting between strategic and tactical analytics initiatives
- Understand the steps required to implement human capital analytics

Who Should Attend

No prior knowledge or understanding of human capital metrics is required. This course introduces you to Human Capital Metrics and enables you to develop knowledge, skills and understanding in this area.

Successful human capital analytics requires collaboration and cooperation between many parts of the organisation, so this course is suitable for:

- HR personnel: generalists, training and development, talent management, organisational development, and workforce planning analysts
- Financial stakeholders wishing to quantify the potential value of their workforces
- Strategic planners seeking to align market and environmental needs with required workforce capability
- IT specialists responsible for implementing the technologies underpinning their organisation's analytics initiatives.

Program Agenda

DAY 1: ADOPTING THE ANALYTICS MIND-SET

Day one provides participants with the background knowledge required for successful implementation of human capital analytics projects.

Topic 1: Introduction and course overview

Topic 2: State-of-the-art analytics: where are we today?

This section examines current best practices in human capital metrics.

Topic 3: The value of human capital

This section introduces the following concepts:

- Why it is key to assign financial values to both your workforce and HR activities
- The concept of people (rather than technology or capital) as the last refuge of competitive advantage
- The fundamental human capital mindset: how to view employees as assets rather than expenses.
- The organisational costs and risks of miscalculating employee value.

Topic 4: Five organisational strategies for investing in human capital metrics

This section will examine five fundamental strategies for investing in the development of human capital.

Topic 5: Measuring the impact of HR strategy and investments

This topic discusses the advantages and disadvantages of various approaches used for measuring the value of human capital and HR initiatives.

Program Agenda

DAY 2 – IMPLEMENTING HC ANALYTICS

Having examined the importance of human capital analytics, day two presents participants with practical approaches for using and implementing analytics initiatives in their organisations.

Topic 6: Accountability of the new HR

Many organisations are already experiencing an increase in the demand for a financial evaluation of their people assets and HR initiatives from senior management. But who should be accountable for calculating and delivering this value? HR, the line, external consultants, or some combination of these? This topic examines practical solutions to this question.

Topic 7: The structure of an individual human capital projects

This topic provides a methodology for structuring “one-off” human capital projects including alignment with business strategy and building the business case.

Topic 8: Embedding human capital analytics in your organisation

While individual human capital projects are useful, the real value of analytics emerges once it becomes embedded in the organisation’s culture as a standard process. This topics provides a methodology for achieving this including the roles, capabilities and structures required for maximising analytics effectiveness.

Topic 9: Assessing your organisation's readiness for human capital analytics initiatives

Because every organisation is unique, it must therefore tailor its analytics programmes to both its culture and analytical maturity to ensure success. This topic provides participants with tools and techniques for assessing their own organisations in this light.

Snapshots of concepts and frameworks

Evidence Based



CIPD

A Framework for People Analytics



CIPD

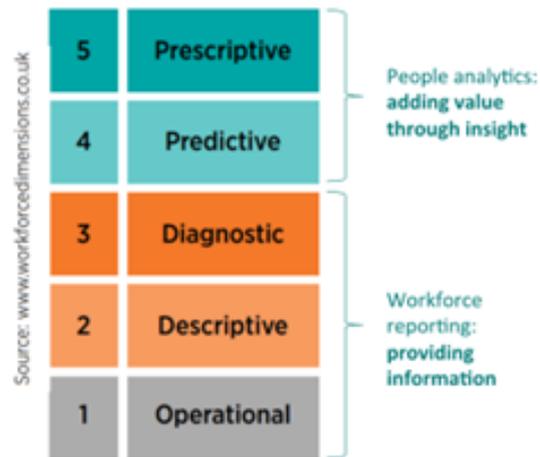
Strategic Workforce Planning Process



CIPD

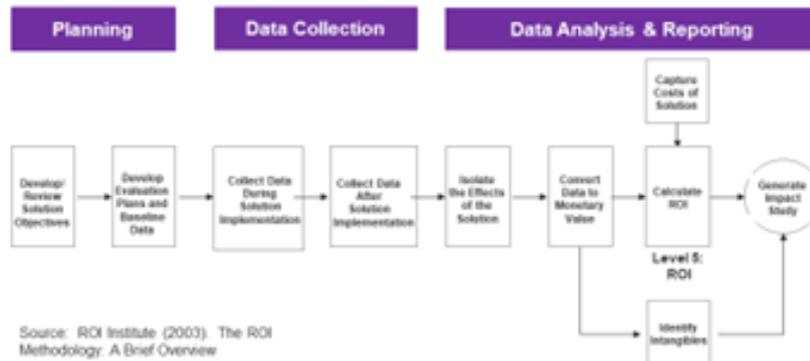
Snapshots of concepts and frameworks

Levels of Maturity



CIPD

A process for analysing ROI



CIPD

Calculating the ROI

$$ROI = \frac{\text{Financial Return} - \text{Cost}}{\text{Cost}} \times 100$$

A	Number of Employees Attending Course	41
B	Cost of Course Per Attendee	£3,000
C	Opportunity Cost Per Attendee	£608
D	Total Costs = A x (B + C)	£147,928

CIPD

Trainer's Profile



Samuel Hill
People Analytics and Workforce Planning

Sam has 15 years experience in the field people analytics and strategic workforce planning as a practitioner, consultant and educator; he is an experienced conference speaker and has designed and delivered in excess of 50 workshops across this subject matter.

His primary expertise is to enable individuals and organisations to make accelerated progress on the People Analytics journey.

He has developed, adapted and embedded Strategic Workforce Planning frameworks in a number of organisations.

Sam is also a founder and managing consultant at Workforce Dimensions Limited who partner with organisations seeking to understand and maximise the contribution their people make to business imperatives.

He is a Senior Lecturer in People Analytics at Middlesex University and a member of the CIPD HR Analytics Advisory panel.

Formally, Sam was Head of Workforce Analytics and People Reporting at British Telecom, and Senior Advisory Consultant and Academy Manager at InfoHRM (now Success Factors).

In November 2018 he co-authored the CIPDs 'Getting started with people analytics: a practitioners' guide.

Please Register here:

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Approved by:

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PROGRAMME FEES

Stakeholders	Non-stakeholders
\$980	\$1,250

IMPORTANT NOTE

Stakeholders are participants from MOFE, AMBD and all domestic banks in Brunei Darussalam.

TERMS AND CONDITIONS

- The Programme fee is inclusive of workshop material(s), refreshment and certificate.
- Payment must be made upon receipt of invoice issued by CIBFM.
- CIBFM operates a strict NO CANCELLATION POLICY once the receipt of registration has been issued. However, CIBFM welcomes and accepts replacements.
- CIBFM reserves the right to amend, change or cancel the programme at any given time. We will immediately notify participants and organisations if any such changes are to be made.

Please email your completed form to registration@cibfmbrunei.com

19 August 2019

Contact us!



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