Transformation Pillar:
Organizational Performance & Productivity

Workforce Metrics and People Analytics

Optimize the return on your talent investment by modelling and predicting your workforce capabilities.

FEATURED Program

COURSE OVERVIEW

In People Analytics, it is often easier to find Data Scientists than people with business acumen who can read and interpret an analysis! It has been shown that companies that engage in effective People Analytics (<14%) outperform their competitors in several aspects including quality of hire, retention, leadership capabilities, whilst also ranking higher in their employment brand.

We are living in an era ripe with possibilities of how to shape and re-shape business practices. Many of the forces demanding these shifts require business-driven People Analytics solutions. This highly interactive training workshop provides a focused insight into People Analytics as it applies across the organization. You will walk away with a framework to develop, build and implement People Metrics and Analytics in your function and apply new approaches and formulae needed to enable you to stay abreast of major workforce trends and disruptions.

This workshop is packed with case studies and critical insights and is delivered by world-class consultant and trainer, Mostafa Azzam, recognized among the Top 50 Global HR Thought Leaders You Must Follow and the Top 5 HR Influencers Shaping the Future of HR in the UAE.

WHO SHOULD ATTEND

HR Managers, Advisors, Consultants, Specialists, Officers and Administrators aiming to understand and analyse People Data in order to make effective and impactful data-driven workforce recommendations and decisions to meet the elevated expectations of organizations in today's complex global economy.

COURSE OBJECTIVES

By the end of this intensive learning journey, you should be able to:

- **Understand** how to focus People Metrics and Analytics efforts to gain insight and get meaningful business impact
- **Link** workforce activities and results to your business strategy through People Analytics
- **Create** performance standards through Workforce Metrics and Analytics
- **Use** Workforce Metrics and Analysis to describe, predict and prescribe workforce trends and make smart workforce decisions
- **Communicate** analytical results and present an effective and engaging story with data
- **Improve** your function's credibility through People Data and Analytics

COURSE METHODOLOGY

A balanced approach between PowerPoint presentation, facilitated discussion, case studies, individual exercises and group-based activities will ensure the direct transfer of skills, information and relevant practical experience as well as show you how to fundamentally rethink and redesign your approach to People Analytics and People Management decision-making within your organisation and, ultimately, revitalize your role as a people manager within your organization

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