

Valuable People Analytics

Programme

Aim: To provide a forum for leaders and people professionals to learn about data and the effective use of data. Delegates will decide how they are able to shift from presenting historical data to proactive data analysis that predicts and adds value to their organisations.

Objectives: At the end of the programme delegates will be able to:

- Discuss and review the current status of People Analytics from an external perspective
- Discuss and review the data that they are currently collecting to debate how effective this is
- Consider value added ways to select the most impactful metrics to measure and report on
- Agree actions for the future.

Methods: This will be a programme that is facilitated via a mix of activities ranging from informal presentation of ideas from the delegates, discussion and action learning. You will leave the programme with an action plan and a set of tools and techniques to support it.

Times: Starting at 09:30 and finishing at 16:30

Facilitators: Maureen Scholefield and Gareth Preece

Programme

- 09:00 onwards** **Arrival**
- 09:30** **Introductions and Welcome**
- Discussion around current thinking on data and the analysis of data**
- Why is data so important?
 - Data categories
 - The challenge for the future
- Remembering people**
- Despite Artificial Intelligence (AI) all organisations need people
 - Building an organisation that encourages people to grow and thrive
- 11:30** **Working coffee break during the above session**
- 12:00** **How People Analytics is being seen by the Chartered Institute of Development (CIPD)**
- The new Professional Map
 - People Analytics and digital working now have a set of standards to benchmark yourself against
- 13:00** **Lunch**
- 14:00** **So what does this mean for us?**
An opportunity to review and reflect on current practices.
In terms of:
- The data collected
 - Determining how this adds value
 - Avoiding the rubbish in rubbish out syndrome by setting standards
 - Are the software packages in use fit for purpose?
 - Ownership of consistent data entry - how can this be achieved?
- Outcome for this session:**
- Action points to refine our practices.
- Working tea break during the above session**
- 16:15** **Reflections on the day**
- 16:30** **Close**