HR Analytics for HR Professionals

Your data has a story to tell, we'll help you tell it
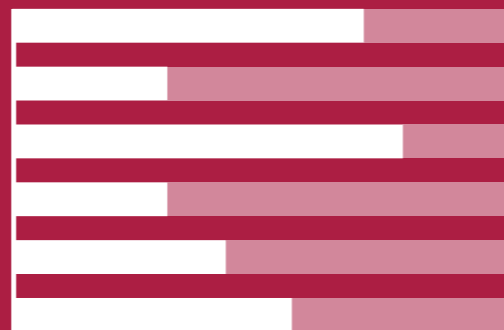
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peopletree
HR datawiz

Why do this program?

The program has been designed for HR practitioners to provide both **theoretical** knowledge and **practical** experience. The purpose of the program is to help participants answer two key questions using readily available people data.

2 Key Questions

1. What does the data mean?

2. What should I do with it?

2 Key Questions

1. So what does this data mean?

People analytics needs to create insight from data.

We focus on extrapolating meaning from raw data and then integrating various well-researched HR models and frameworks to make sense of it.

The way data is visualized helps participants to connect people data to your HR processes to determine their impact and effectiveness.

People Data

HR Processes
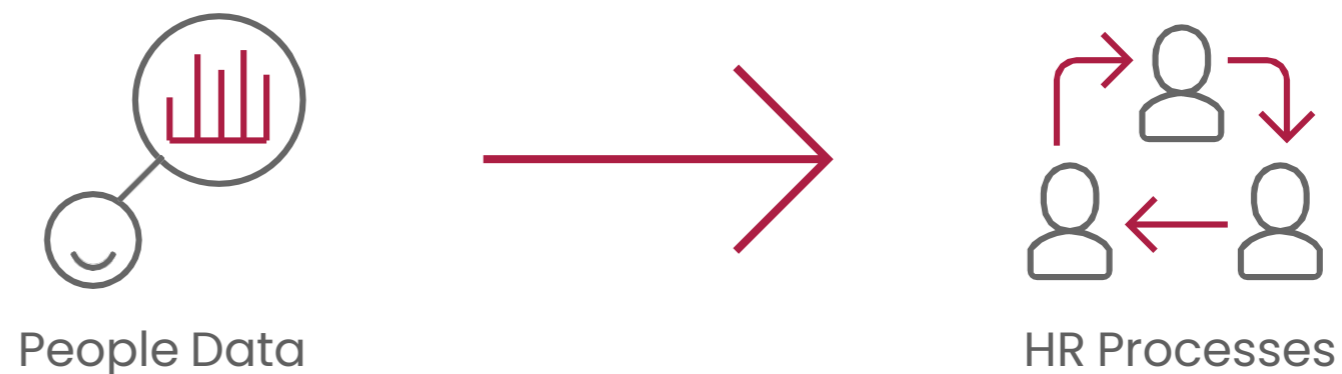
2 Key Questions

2. So what do you want me to do about it?

People analytics only has value when it is combined with action.

Once participants have learnt to interpret the data and facilitate a conversation with the business, they are provided with recommendations and suggestions as to what action to take.

This embeds intelligence in the people analytics process and helps to refine and improve your HR service delivery.
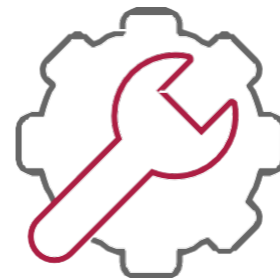
Analytics + Action = Impact
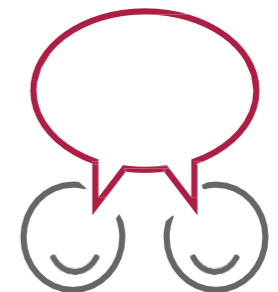
What makes this program different?

Most people analytics programs focus on data collection, data analysis, hypothesis building and testing. While there is a place for the "data scientist" approach to people analytics, we have focused on:

Using data that is already available
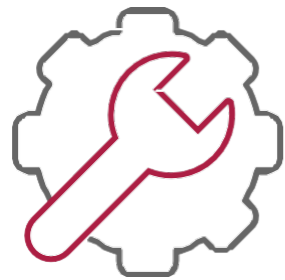
Working with real-world business intelligence tools
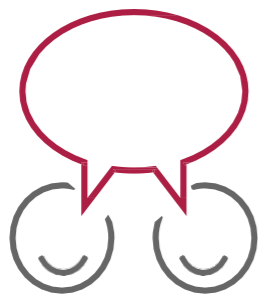
Practicing data-driven conversations

1. Using data that is already available

There is a lot of valuable insight that can be gained from using "small data" that you already have access to, if you know how to extract meaning from it.

2. Working with real-world business intelligence tools

Excel, although powerful, is not a people analytics tool. You can't expect people to get a job done well if you don't equip them with the right tools.

3. Practicing data-driven conversations

The power of people analytics is in the conversations that they drive with your line partners. Using interactive data visualizations to provide insight, stimulate and answer questions, and discuss possible solutions is the key to creating value.

Participants work with real-life data sets and gain experience using one of the most popular business intelligence tools in the market.

How is the program structured?

The program is delivered as 4 x 2-hour expert-lead meetings or a single day long session

This format ensures:

- Discussion of theoretical concepts for better understanding

- Interaction with the real-life data visualization dashboards

- Practice having data-driven conversations and linking data to HR processes

How much does the program cost?

Unlike other programs, this is not a self-directed program with lots of videos to watch. The program is delivered by an expert in people analytics who can answer questions and provide personal attention.

The groups are limited to a maximum of 10 people to promote interaction and practice.

Cost per participant is $350

Is the program certified?

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Yes, the program is SHRM Certified, and time spent is counted towards continued professional development credits.

Why choose us as your training provider?

1. Credibility

This program uses Tableau, an industry leading analytics application used by over 80 000 other companies across the globe. Participants will get hands on experience with real-life data and analytics dashboards.

2. Certification

Our program is globally accredited, and Peopletree Group is recognized SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP®." This means upon completion they are eligible to receive Professional Development Credits and a People Analytics Certificate.

Why choose us as your training provider?

3. Trusted Partner

Strengthening your People Analytics skills and capability requires a long-term partnership to ensure your teams are trained and supported in their way of working. We have the scale and experience to offer on-going support and consultation to our Alumni.

4. Flexibility

The pre-course introductory session helps us tailor our approach according to your teams' priorities. Programs can be delivered in-house so that your HR processes and practices can be integrated and discussed.

Why choose us as your training provider?

5. Instructor

Martin Sutherland the Global Director is the program facilitator with over 25 years of experience in People Analytics, Talent Management, Executive Succession Management and is also a well-known speaker at Knowledge Resources, a leading Human Capital business management and content provider.

6. Style of delivery (Self-paced vs Facilitated)

Research has gone to show the average completion rate of online self-paced learning programs is as low as 5%, that's why our program is an expert led online, and focused on providing opportunities for experiential interaction.

Why choose us as your training provider?

7. Instructor to delegate ratio

Many training companies try pack in as many people as possible, which makes the training more like a lecture. We have a strict limit on the number of attendees to promote high levels of interaction and engagement.

8. Post course support

As our clients People Analytics capability matures so does the demand for new functionality and new solutions to new challenges. We are technology agnostic and can work with participants to share our dashboard designs to build your own in-house solutions.

How to get started ?

Request a Demo

Get in touch to find out how we're able to tailor the program for your HR team.