

HR Transformation: THE POTENTIAL OF ANALYTICS

Join our global industry expert & instructor: Dr Fermin Diez, and transform your learning experience.



15 Hours Virtual Learning Experience

26th - 28th August 2024

09:00 - 14:00 Trinidad & Tobago Time 14:00 - 19:00 West Africa Time 15:00 - 20:00 East Africa Time www.biiworld.com

COURSE OVERVIEW:

Unlock the potential of analytics to transform HR practices and advance the organization's strategic goals. This practical, hands-on sessions is structured as a 15-hour online masterclass, based on both my award-winning course at the National University of Singapore Business School and my influential book, "Fundamentals of HR Analytics." Participants will be immersed in hands-on approaches that turn data into actionable insights in HR, and will come out after the session with clear ideas about what they can do immediately to improve quality, cost, and service delivery of HR.

Participants will gain an understanding of:

- 1. Basics of HR Analytics: Get grounded in the statistics, tools, and financial concepts needed to turn HR metrics into business insights.
- 2. Application to Real-world HR Challenges: Delve into a range of HR issues—such as talent retention, performance, and compensation—and apply analytical thinking to find data-driven solutions.
- 3. Translating Analytics into Business Value: Learn how to persuasively present data- driven HR solutions to senior management, ensuring not just insight but also implementation

We will conduct the workshop in excel and provide examples on how to do some of the exercises on ChtGPT4. Participants are expected to have their own laptops with excel installed, and ideally a second screen (could be their smartphones or an iPad) to follow the lectures and join the discussion groups. For ChatGPT4, we will only demonstrate how it can be done, but participants are not expected to have ChatGPT4 on their laptops.

Topics Covered

- Data-Analytic Thinking and Tools for HR
- Basic Finance and Statistics in the HR Context
- HR Analytics Modelling: Graphs, Hypotheses, and Data Thinking
- Applications in Turnover, Training, Workforce Planning, and more
- Visualization
- Connecting HR Policies to Business Profitability

LEARNING OBJECTIVES:

This workshop provides a comprehensive guide to harnessing the power of HR analytics to drive organizational success. Upon completion, participants will:

- Gain hands-on experience in HR analytics tools and methodologies.
- Link HR policies and practices to organizational performance metrics.
- Understand data collection, clean-up, and storage to ensure data validity and reliability.
- Develop analytical models to solve complex HR challenges.
- Learn to communicate analytical insights in a business context, enhancing the role of a strategic HR partner.



TARGET AUDIENCE:

This workshop is for any HR Professional that wishes to become more adept at being analytical in their daily work, from entry level to senior executives, from any industry.

Job Titles :

- CHRO •
- Head of HR Function (e.g. Rewards, L&D, Recruiting, HR Ops, etc.)
- Head of Business (HOB) Partners •
- HR Business Partner
- HR Functional Team •
- Human Capital Manager •
- HR Professionals •
- **Resource Management** •
- HR Analytics Team
- People Analytics Team •
- HR Consultants •
- Director of Talent Management







Instructor: Dr Fermin Diez ... your EXPERT TRAINER for this

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Dr. Fermin Diez, experienced human resources leader with more than 30 yearss; includes consulting, corporate and academic roles in 40 countries across continents.

He has been Regional Head of HR for two large MNCs in AsiaPac and Latin America. Advised major multinationals, large local companies and public sector organisations at the Board and C-Suite levels also managed the P&L in several geographical locations and businesses.

Fermin has co-authored three books: 'Human Capital and Global Business Strategy', 'The Remuneration Handbook: International Edition' and 'Fundamentals of HR Analytics'. Teaching WorldatWork courses for over 20 years in the US, Puerto Rico, Australia, the UK, Malaysia, India, Singapore, Indonesia, and Hong Kong. Served in several boards, council, groups, Fermin is also a member of the Board of Directors of the Institute of HR Professionals, where he Chairs the Assessments and Insights Committee and is the Dean of HR Education. He is also a Fellow of the Singapore Institute of Directors.

Fermin was named as a Top HR Influencer in Asia. He is a frequent speaker at regional and global fora on topics related to Compensation, strategic HR, talent management and development, career planning, mergers and acquisitions from an HR perspective, building teams, global HR, education, public sector HR practices and HR Analytics.



PRESENTATIONS:



09:00 - Pre-Course Intro – Delegate Expectation Briefing

Session 1: Basics of Data Management, Finance, Statistics and Data-analytic Thinking

- Review agenda and expectations.
- HR analytics: What and why?
- Develop an understanding of EBM
- Understand what counts as evidence
- Explore the 8-step methodology to approach an analytical project
- Refresh knowledge on basic statistics and the various methods for data analysis
- Learn/refresh key financial terms and concepts.
- Exercise: Data clean-up

Break

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Session 2: HR Analytics Modelling: Creating and Testing Hypotheses, Mediators and Moderators

- Overview of data analysis question type flow chart
- Hypotheses development
- Introduction to model building
 - Case: India Semicon case
 - Activity: Developing hypotheses
 - Exercise: Turnover vs. sales

Break

Session 3: Recruiting

- Learn the application of data & analytics in recruitment
- Learn about the basic of sampling methods
 - Exercise: Which sourcing channels yield the best recruiting outcomes?

Post-session Q &A 14:00 - End of Day 1



PRESENTATIONS:

Day 2:

09:00 – Review of Day 1

Session 4: Training & development

- Understand what is "ROI"
- The Kirkpatrick model
- Learn the various concepts of optimisation
 - Exercise: Calculating ROI of training

Break

Session 5: Remuneration

- Learn the application of conjoint analysis on compensation and benefits plan design
- Apply the notion of segmenting by demographics

Day 3:

09:00 - Review of Day 2

Session 7: Visualization

- Data visualization
- Storytelling with data
 - Activity: Creating visuals

Break

Session 8: HR policies & profits/ conclusions and summary

- Multiple Regression
 - o Logistic regression
 - o Hierarchical
 - o Interactions

• Exercise: ROI of a sales compensation program

Break

Session 6: Workforce planning

- Learn what is strategic workforce planning (SWP)
- Understand the key stages in SWP
- Learn various forecasting techniques
 - Exercise: Forecasting people needs in a retail company

Post-session Q &A 14:00 - End of Day 2

- Impact of HR on business results what metrics to use?
 - o Review case studies
 - Activity: Which problem do you wish to tackle first?
 - Exercise: If you had a million dollars

Post-session Q & A

14:00 - End of Day 3 and Course





FAQs

Does BII Online Virtual Training have the same value as traditional classroom training?

Yes, BII Online Virtual Training offers participants; same training system as in-person, i.e face-to-face engagement with instructors, course material, interactive participation of all delegates, and personal support that they would expect to find in a traditional classroom.

What are main features of your online courses? Are they on-demand? Is it different content from the in-person offering?

The content of the virtual training is similar to the in-person sessions and customized presentation makes it a richer online learning experience. As always, we will share presentation materials with attendees for later reference.

The online courses are not on-demand and recordings cannot be purchased. They are set on scheduled dates, live with an instructor and co-host via webinar software. While the day is shorter than an in-person session (4hrs vs 8hrs), timing are adjusted to accommodate attendees in different time zones and allow more time for one-on-one conversations via the Q & A.

What are the technical requirements for participation in a virtual course?

All you need to participate in virtual training are:

- Desktop or Laptop or Tablet Computer, and Internet connection
- Webcam
- Headset with built-in microphone

Can I attend an online training session if I have a Macintosh computer?

Yes, Our Online training systems does allow Macintosh computers, PCs, and computers running Linux to easily enter any of our online training sessions.

What type and version of browser will I need for online classes?

It is recommended that you use the latest version of Firefox, Chrome or Internet Explorer for Windows and Firefox or Safari for Mac. Each of these is available for free download and also suggested you have the PDF Reader

How do I have access to the trainer for questions?

As in the classroom, you will see the trainer in front of you and have the opportunity to ask questions at any time - all via audio and video transmission.

Is there a mute option within an online training session to minimize background noise from my audio connection?

Yes, the Mute button will display to the right of your name as you hover your mouse over your name shown in the Participants panel on the top, right side of the Web conferencing screen.

What if I miss few sessions of the online training program?

The training will be simultaneously recorded which will be provided to you as per request & requirement

Do I get a Certificate at the end?

Yes, you will get a PDF version of your certificate of completion





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Please complete this form and mail it back to mithun.siddartha@biiworld.com

Event Code: OL TE 77 **Delegate Details Payment Details** CREDIT CARD OR WIRE TRANSFER **METHOD:** 1. Name: Mr/Mrs/ Ms Please debit my Visa Eurocard /Mastercard Diners club Amex Job Title: Email: Card Billing Address:.... 2. Name: Mr/Mrs/ Ms Street:City.... Zip/Postal: Card Holders Name: Job Title: Email Address: Email: Card Holders Signature: 3. Name: Mr/Mrs/ Ms Card Number Job Title: Credit Card CVV2/ CVC / CID Number: Email: Visa / Mastercard Amex (4-digit code on the front) (3-digit code on the back) Company/Organisation Detail Expiry Date: Valid from: I agree to BII debiting my card Name: Authorization and Acceptance of Sales Contract & Terms & Conditions Person to Contact:..... I hereby declare I am authorised to sign this contract and terms & conditions in the name of the company/organisation: Email: Name:.... Address: Date:.... Signature:.... City: Country: Contact No: **Delegate Fee USD 999** Per Delegate Type of Business: Website: USD 20 administration charge and any applicable withholding or any other tax or fee will be applied 5. Postponement of the event : In case BII World Ltd postpones the event to a new date, then client can choose any of the below

TERMS & CONDITIONS:

Payment terms: BII World LTD requires the full payment of the invoiced amount within 7 working days from the issue date of the invoice. BII World LTD reserves the right to refuse entry to any client who does not pay the invoice in full and on time. The registration fee includes: Training documentation and admission to all training sessions.

ancellation by client: The client has the right to cancel his/her participation in the event. Cancellation must be received by BII World LTD riting either by mail or fax. If the client cancels the event, he/she will get two options:

- A. CREDIT NOTE: Choose 2-year credit note, BII World LTD will send all the schedule training event details throughout the year.
- Delegate has the right to choose and attend any of the training programs (valid 2 years) B- NOMINATION: In this option delegate can nominate/refer someone from his/her group/company to attend the particular
- training program on behalf of the actual delegate.

3. Cancellation by BII World LTD : While every reasonable effort is made to adhere to the advertised program, circumstances can arise which may cause changes in the program, including but not limited to changes in the content, date(s), or special features of the planned event. Such circumstances include but are not limited to acts of terrorism, war, extreme weather conditions, compliance with government requests, orders and legal requirements, failure of third-party suppliers to timely deliver, and failure to register the With government requests, orders and legal requirements, failure or third-party suppliers to timely deliver, and failure to register the minimum target number of attendees for a given event. Bill World IID reserves the right to change the content, date(s), and/ or special features of an event, to merge the event with another event, or to postpone it or cancel it entirely as appropriate under the circumstances. Client agrees that BI World IID shall not be liable for any cost, damage or expense which may be incurred by client as a consequence of the event being so changed, merged, postponed or cancelled and client agrees to hold BII World IID harmless and to indemnify BII World LID in case of liability caused by any such changes, mergers, postponements or cancellations.

4. Cancellation of the event: In case BII World LTD cancels an event, then client can choose any of the below mentioned options

(a) BII World LTD will refund full payment to the client within 15 business days

(b) Client can choose the credit option for 2 years, for more details please read term no-2 part (a)

mentioned options.

(a) The client can attend the course on the postponed dates

(b) Client can choose the credit option for 2 years, for more details please read term no-2 part (a)

6. Client's identification information. By signing of this sales contract and these terms and conditions the client gives full right to BII World LTD to share the client's identification information, i.e. client's name, address, email addresses, phone numbers and names of representatives and website with other clients who participated in the same event. The client has the right to opt out of this clause by written notice to BII World LTD.

7. Governing law: This contract shall be governed by and construed in accordance with the laws of the Pr ovince of Alberta, Canada Any disputes arising under or in connection with this registr ation form shall be settled before the competent court in Canada

8. Indemnification: To the fullest extent permitted by the law, you agree to protect, indemnify, defend and hold harmless BII World LTD, its owners, managers, partners, subsidiaries, affiliates, officers, directors, employees and agents, from and against any and all claims, losses or damages to persons or property, governmental charges or fines, penalties, and costs (including reasonable attorney's fees) (collectively "the Claims"), in any way arising out of or relating to the event that is the subject of this contract, and regardless of negligence, included but not limited to, Claims arising out of the negligence, gross negligence or intentional misconduct of BII World LTD employees, agents, contractors, and attendees; provided, however, that nothing in this indemnification shall require you to indemnify BII World LTD Indemnified parties for that portion of any Claim arising out of the sole negligence, gross negligence or intentional misconduct of the BII World LTD parties.

Other currencies. In case that client requests payment in other than official currency (USD), BII World LTD reserves the right to apply 5% currency risk surcharge to the actual exchange rate.

10. Other Conditions: Any terms or conditions contained in the client's acceptance which contradict or are different from the terms and conditions of this registration document shall not become part of the contract unless individually negotiated with BII World LTD and expressly accepted by BII World LTD.