

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

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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 ChatGPT4. 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 Course.

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:

Day 1:

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

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
 - o 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
 - Logistic regression
 - Hierarchical
 - 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?
 - 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



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



