

Workforce Analytics Workshop

Developing the essential skills to improve your workforce by applying analytics to drive change

EXPLORE

- Use meaningful data and metrics to plan in a disruptive environment
- Determine status and maturity of workforce strategy and analytics models
- Apply workforce analytics to gauge human capital and drive change
- Best practices for forecasting and planning
- Apply insights into operational strategy to inform decision-making
- Align workforce planning and metrics with organisational strategy
- Improve workforce ROI with a best practice HRM architecture model
- Advanced data insights to power people decisions
- Improve data integration governance
- Achieve actionable insights through appropriate workforce segmentation
- Embed continuous improvement in workforce planning to increase engagement

EXPERT FACILITATOR



Colin Beames
Principal
Advanced Workforce Strategies



29 & 30 April 2019
Cliftons Melbourne



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Workforce Analytics Workshop

BACKGROUND

In the competitive corporate world, businesses must be equipped with the knowledge and resources to deliver consistent outcomes. Simultaneously, organisations must overcome the challenges of a dynamic and disruptive environment. Creating a tactical workforce plan through accurate analytics and meaningful data will allow your business to thrive in the face of changing industry demands.

This hands-on, two-day training course will explore the tools designed to project the future needs of an organisation and establish the best practices to propel your business. You'll learn to gauge human capital, engage leadership and employees, and align your metrics with your organisation's strategy. You'll also learn how to increase return and navigate change in the market landscape.

INTRODUCING YOUR FACILITATOR



Colin Beames
Principal
Advanced Workforce Strategies

Colin Beames is the Managing Director of Advanced Workforce Strategies, a firm that provides consultancy services in the areas of workforce strategic planning, role analysis including critical role identification, workforce segmentation and configuration, workforce analytics including the measurement and reporting of human capital, workforce engagement and retention surveys (including key talent risk assessment), and organisational reviews.

He has published a number of books and white papers on Strategic Workforce Planning, Critical Role Identification, and Adopting an Agile Approach to Talent Management.

WHO WILL ATTEND

- HR professionals, managers, directors and executives
- Workforce planning professionals
- People and performance professionals
- People and culture / OD professionals
- Talent management professionals
- Recruitment and retention professionals
- HR analysts / Data analysts
- Business forecasting / Business and strategic planners

TRAINING DELIVERY

This workshop will be delivered using a three tiered approach. The structure of each session is as follows:

1. Technical overview and review of research into the topic area under discussion
2. Practical application of management principles in the review of case studies, worked examples and interactive exercises
3. Discussion of outcomes and implementation issues

PRE-COURSE QUESTIONNAIRE

Workshop participants will have the opportunity to include comments and questions about issues outlined in the program by way of a pre-course questionnaire. This feedback will enable the course facilitator to adjust content accordingly. The workshop has limited places to allow for customisation, greater interactivity and for individual concerns to be addressed.

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Workforce Analytics Workshop

Day One

Workforce trends in Australia, including digital disruption

- Analyse key trends shaping the future of work
- Key challenges of digitisation in the Australian workforce market
- Embrace Agile as a new organisational paradigm
- Forecast future workforce requirements in the digital age

Exercise: Digitisation and its impact on your business

Mindsets, models, measures and methodology

- Executive engagement, arguing the business case of strategic workforce planning
- Identify trends and traps in strategic workforce planning and analytics
- Five ways to build human capital

Exercise: Determine status and maturity of workforce strategy and analytics models

Critical capabilities, core competencies and organisational strategy

- Drive a value creation and enablement framework
- Develop a two-track process to align workforce and organisational strategy
- Create tighter linkages between talent management and strategic workforce planning
- Identify the critical capabilities and core competencies of your business

Improve workforce ROI with a best practice HRM architecture model

- Adopt a skills-based segmentation approach
- Explore the influence of hierarchy on critical roles
- Develop differentiated workforce policies and practices
- Analyse and report on your people assets through workforce segmentation

Day Two

EVPs, the psychological contract and workforce segmentation

- Link recruitment to workforce strategy
- Achieve actionable insights through appropriate data segmentation
- Link EVPs to engagement, retention and organisational strategy
- Profile EVPs for roles in your agency

Unlock the true value of your data

- Advanced analytic techniques and tools
- Measure what matters - categorising demographic, org process and predictive data
- Strategies to improve data ownership, integrity and governance
- Develop deeper workforce insights and evidence-based decisions

Exercise: Assess HR analysis and reporting in your agency

Advanced data insights to power people decisions

- Data visualisation for actionable insight, including bottom line impacts
- Build confidence in data through effective and influential communication
- Assess and address workforce risk, including succession planning
- Projecting your legacy workforce

Develop and implement a successful Strategic Workforce plan

- Key steps for developing a successful strategic workforce plan
- Define and communicate responsibilities - HR, executive, and line management
- Shift focus from cyclical workforce planning processes to continuous improvement model
- Action plan, key learnings and takeaways

Registration Information

Organisation Name			
Address		Suburb	State
Postcode			
Booking Contact Information			
Title	Full Name		Position
Email		Phone	

Delegate Information

#	Title	Full Name or TBA	Position	Email
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Your Investment

Options (per person)	Value Plus Rate Register and pay by 1 February	Super Saver Rate Register and pay by 1 March	Early Bird Rate Register and pay by 2 April	Standard Rate
Qty Workshop	\$2295 + GST = (\$2524.50)	\$2495 + GST = (\$2744.50)	\$2645 + GST = (\$2909.50)	\$2795 + GST = (\$3074.50)
Discounted off standard rates :	Save up to \$500	Save up to \$300	Save up to \$150	

TOTAL incl GST

All Prices listed in Australian Dollars

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Note: Course materials, refreshments & lunches are included. Travel and accommodation are NOT included. Registration Options are per person only.

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