



Public Sector Advanced Workforce Analytics Workshop

The next step for strategic workforce planning and analytics capability in the Australian Public Sector, emerging tools and advanced frameworks to enable best practice and high performance

EXPLORE

- Analyse workforce trends in the Public Sector, including digital disruption
- Develop best practice for forecasting and planning
- Determine status and maturity of workforce strategy and analytics models
- Integrate workforce planning with organisational strategy
- Apply insights into operational strategy to inform decision-making
- 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
- Best practice to drive cross-government collaboration and consistency

EXPERT FACILITATOR



Colin Beames
Principal
Advanced Workforce Strategies



26 & 27 February 2019
Cliftons Canberra



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Public Sector Advanced Workforce Analytics Workshop

BACKGROUND

With APS governance structures continually evolving, a robust and dynamic workforce planning and analytics strategy is critical to meet the changing nature of work head-on. The business case for harnessing HR analytics to strengthen forecasting and planning, and power evidence-based people decisions is overwhelming. By more effectively integrating workforce planning with your agency's organisational strategy, you can build the capability to deliver new workforce insights, identify risk, and translate those key insights into action.

This two-day, hands-on workshop will take your strategic workforce planning and analytics capability to the next level, exploring the latest workforce trends in the Australian Public Sector, including the impact of digital disruption. Determine the status and maturity of your agency's workforce strategy models, and improve workforce ROI with a best practice HRM architecture. You will walk away with the tools and knowledge to apply data insights to inform decision-making, improve data integration governance and achieve actionable insights through workforce segmentation.

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.

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.

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

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Day One

Workforce trends in the public sector, including digital disruption

- Analyse key trends shaping the future of work
- Key challenges of digitisation in the public sector
- Drive cross-government collaboration
- Embrace Agile as a new organisational paradigm
- Forecast future workforce requirements in the digital age

Exercise: Digitisation and its impact on your organisation

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 agency

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



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