

HR LEADERSHIP USING HR METRICS & HR ANALYTICS

WHAT TO MEASURE & WHY ?

October 29-30, 2019 - Karachi | 9:30 am - 5:30 pm

Learning Outcomes

This two day program focuses on new approaches in "People Analytics" for HR professionals, including designing and using an **HR Metrics** model to **HR Dashboards**. Participants will examine frameworks for categorizing and evaluating metrics, and learn to build an analytical model appropriate to your organizational goals and priorities and make timely decisions to support your Strategic and Operations business requirements. Participants can use strategic analytics both to measure HR's impact and to communicate that impact to other leaders in the organization.

Program Overview

HR has always been about people, and this remains true today. However, given the rapid digital transformation in today's organizations, the need for data-driven decision making has become essential. There is both a shortage of analytical talent within HR and an increasing demand for these types of skills.

HR leaders can drive business performance by defining, designing, developing, and delivering initiatives that lead to competitive advantage through the effective use of people. To succeed, however, they need a solid understanding of the organization's business drivers and strategic initiatives. This understanding is the foundation of effective HR leadership.

Key Benefits

After completing this course, you will be able to:

- **EXPLAIN** how and why an organization uses metrics and analytics
- **ASSESS** measurement requirements tied to the organization's needs
- **DEFINE** metrics that support your business model
- **IDENTIFY** sources for standard HR metrics
- **DESCRIBE** models useful for planning an effective HR measurement system
- **COLLECT** good-quality data & distinguish good-quality data from poor data
- **IDENTIFY** sources of HR data & appropriately interpret data to make decisions
- **PROVIDE** examples of faulty data analysis
- **IDENTIFY** methods of reporting analytics
- **DESCRIBE** best practices for communicating HR analytics – HR Dashboards
- **DESCRIBE** the difference between the strategic and tactical mindsets of people resources
- **ASSESS** the maturity of a measurement system
- **IDENTIFY** next steps to improve a measurement system



Course Facilitator

Talha Asim Ghazi

Chartered MCIPD, CAHRI

- Certified Professional
Chartered Institute of Personnel
Development, UK
- Certified Professional
Australian Human Resources Institute
- Represented Karachi Chapter of
SHRM Forum Pakistan
- More than 12 year of HR experience
from Thatta Cement, Dollar
Stationery, ABC International and
Cambridge Garments
- MBA with majors in HRM, MIS and
Finance from IBA, Insead and Cornell
University

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Who Should Attend?

This 2-day course is relevant for those who are in process of preparing HR Analytics function and want to start by implementing strategically relevant and standardized right, such as:

- HR Metrics Specialist
- HR Reporting Manager
- HR Associates / HR Professionals / HR Analysts
- Head of OD, Rewards, HR Operations /Services
- HR Directors / Managers
- VPs of HR / CHROs

Methodology

You will explore the contents through a mix of input from in-depth analysis of course contents, hands-on practical activities, toolkits and discussion materials.

Course Agenda

Why We Measure in HR

- Understand the reasons for measurements
- Explain the strategy-focused organization
- Describe how you should measure for HR data

The Business Balanced Scorecard & KPIs

- Understand the HR Value Chain
- Explain the different scorecards
- Describe the business balanced scorecard

Defining Metrics

- Describe the components of metrics
- Understand the different measures in metrics
- Explain the HR measurement model

Understanding Needs

- Recognize Changes in HR Measurement
- Apply the LAMP Model
- Assess Measurement Needs
- Map Measurement Needs with Stakeholders

Developing the Right Metrics

- Develop Relevant People Metrics
- People Metrics Poll
- Use Standard Metrics
- Select the Metric Class

Evaluating and Analyzing HR Metrics

- Attributes of HR Metrics
- Use Data and Metrics
- Measurement Map Example

The Workforce Scorecard and Related HR Metrics

- Understand how you can measure HR effectiveness
- Describe the difference between HRM and HCM
- Relate the HR value chain to organizational strategy

Aligning Metrics to Support Organizational Decision Making

- Describe how you can become a trusted business partner
- Explain how you can select the right methodology
- Understand how to use the root cause analysis

Data Integrity

- Collect Good-Quality Data
- Distinguish Good-Quality Data
- Determine Data Sources
- Analyze Data Appropriately
- Exercise Poll: Interpreting Data

Strategic HR Analytics

- Evidence-Based Management
- Think Strategically: Shift from Liability to Asset
- Create a Vision for Strategic HR Measurement
- Apply the DELTA Model

Measurement System Maturity

- Quiz: Assess Measurement System Maturity
- Predictions for Future Trends in People Analytics

Impact Metrics & Dashboards

- Explain how you can go from scorecards to dashboards
- Understand what is meant by an impact metric
- Describe the best practices for dashboard layouts

Data Analytics

- Revisit the Five Uses of Data
- Faulty Analysis Traps: Three Examples
- Phone a Friend? Know When to Get Help
- Quiz: Interpret HR Data

Creating an HR Strategy

- Key elements of HR Strategy
- Developing an HR Strategy
- Aligning HR Strategy to Business Strategy
- Exercise: Alignment of Fit

FACILITATOR'S PROFILE

Talha Asim Ghazi

has more than 12 years of extensive HR experience and have led the Human Resource Function as the Head of Human Resources for Thatta Cement, Dollar Stationery, ABC International



and Cambridge Garments. He has been working from Employee Development (soft skills) to Human Resource Intelligence to achieve Organizational Objectives for more than a decade and has worked on various assignments related to Human Resource Management, Business Analytics, Human Capital Measurement & Metrics, Organizational Dashboards, Balance Score Card and HCM Solutions.

He received his MBA education with majors in HRM, MIS and Finance and further advanced his education from the world's leading institutes including IBA, Insead and Cornell University. He is a Certified Professional by the Australian Human Resources Institute and Chartered Institute of Personnel Development, UK.

He also had the privilege to serve SHRM Forum Pakistan as a representative for Karachi Chapter. Talha frequently delivers corporate trainings and HR Elective courses to leading institutes for MBA and MS students.

Workshop Investment (for 2 Days)

PKR **36,000** +SST
per participant



Fee Includes:

Course material, certificate of attendance, lunch, refreshments & business networking

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Bring this program In-house at attractive discount

This workshop can be customized to suit specific needs of your organization which may lead to significant savings.
Please contact Naveed Rahim at naveed.rahim@octara.com or call at 0334-3082767

For Registration & Details:

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