



Workshop Series 2015

Developing capability across the People Analytics Community



Workforce Dimensions Academy

Workforce Dimensions partner with organisations seeking to understand and maximise the contribution their people make to business imperatives. We are passionate about helping organisations make significant and sustainable progress on the Workforce Analytics Journey.

A core component of our support to clients is the Workforce Dimensions Academy which delivers education through our public workshops and in-house development programmes.

The syllabus for each of our workshops has been developed over the course of 15 years and is informed by multiple consulting engagements across a range of industry sectors. Our workshop facilitators continue to regularly engage with clients, so we are confident that our content remains fresh and reflective of current best practice – where our content is delivered in-house we are happy to work with our clients to adapt and develop material to meet the specific needs of an organisation and their delegate group.

Our workshops are laid out in detail on the pages that follow, however we suggest you visit our website for further information..

Public Workshops

Our public workshops are of one day duration and are held most regularly in London in addition to selected delivery in other major hubs including Dublin and Edinburgh. Our style is to run interactive sessions with time allocated for group discussion and exercises following the introduction and illustration of each subject matter area – we believe that learning is enhanced by the networking opportunity our workshops create.

All delegates will be invited to join our 'alumni' community to ensure the benefit of our workshop(s) continues beyond the classroom. This community will include regular contributions from our facilitators and other thought leaders within and without Workforce Dimensions.

In-House Workshops and Development Programmes

Workforce Dimensions offer the option to run our workshops on client premises either in their standard format or with adapted or newly developed material specific to a particular organisation. We are also happy to work with clients to craft extended development programmes to incorporate focused work-based assignments to truly maximise learning interventions and help develop a holistic mindset across the People Analytics community.

Executive Coaching

We offer an 'Executive Coaching' service to individuals seeking to achieve a specific professional goal, for example developing a Centre of Expertise for Workforce Analytics or Piloting a Strategic Workforce Planning Process.

Typically this takes the form of a block of consulting days that can be delivered on client premises or remotely, and consumed as appropriate over an agreed period of time. Please contact us to discuss your specific challenge.

info@workforcedimensions.co.uk

People Analytics Fundamentals



Target Audience:

HR Business Partners, HR Generalists and others who require a solid understanding of People Analytics.

An ideal foundation for those who later choose to move into a dedicated People Analytics role

Syllabus:

- The Measurement Challenge
- The Core Competencies of the People Analyst
- The Foundations for Solid Reporting and Analysis
- People Metrics and their Interpretation
- A Framework for Investigation
- Workforce Segmentation
- An Introduction to Root Cause Analysis
- Selecting Key Performance Indicators

People Analytics for the Data Scientist



Target Audience:

Experienced People Analysts

Aimed at those who wish to develop a more holistic approach to their workforce investigations

Delegates often attend 'People Analytics Fundamentals' in preparation for this workshop – however it is not a pre-requisite

Syllabus:

- The Evolution of Workforce Analytics
- Adopting a Holistic View of the Workforce
- Audience Differentiation
- Linking People Metrics to Business Outcomes
- Added Value from Clustering Metrics
- Structuring and Testing a Hypothesis
- Selecting and Articulating the Appropriate Insight
- The Future of Workforce Analytics
- Using People Analysis to Support Workforce Planning
- Overview of the Centre of Expertise Concept

Building a Centre of Expertise for Workforce Analytics



Target Audience:

HR Executives or Heads of Department

Those with an interest in building a Professional Practice for People Analytics

Syllabus:

- What is a Centre of Expertise – and why do we need one?
- Laying the Foundations – is your Organisation ready?
- Defining a Vision and Setting the Agenda
- Choosing the Right Structure
- Building the Core Team
- Choosing the Right Projects (Prioritisation)
- Securing Business Partner Engagement
- Demonstrating a Return on Investment

The Business Process for Strategic Workforce Planning



Target Audience:

HR and Business Professionals looking to embed a process and structure that will align Workforce Composition to Business Strategy

Syllabus:

- Defining Strategic Workforce Planning
- Introducing the Core Process
- Ensuring the Foundations are in Place
- Identifying Key Roles
- Forecasting Workforce Demand
- Projecting Workforce Supply
- Gap Analysis
- Developing Intervention Strategies
- Assigning Actions and Measuring Success
- Running a Pilot Project

Public Workshop Schedule

London

The majority of our Public Workshops are held at the Institute of Directors on Pall Mall.

116 Pall Mall, London, SW1Y 5ED

We have scheduled the following dates in 2015



Wednesday 29/04/2015	People Analytics Fundamentals
Wednesday 06/05/2015	People Analytics for the Data Scientist
Wednesday 20/05/2015	Building a Centre of Expertise for Workforce Analytics
Wednesday 03/06/2015	The Business Process for Strategic Workforce Planning
Wednesday 17/06/2015	People Analytics Fundamentals
Wednesday 24/06/2015	People Analytics for the Data Scientist
Wednesday 09/09/2015	Building a Centre of Expertise for Workforce Analytics
Wednesday 23/09/2015	The Business Process for Strategic Workforce Planning
Wednesday 07/10/2015	People Analytics Fundamentals
Wednesday 21/10/2015	People Analytics for the Data Scientist

Dublin and Edinburgh

We also plan to schedule workshops in both Dublin and Edinburgh in the latter half of the year, please reference our website www.workforcedimensions.co.uk/educate or make a request to be updated by contacting us at info@workforcedimensions.co.uk

Pricing

Each of our workshops requires an investment of £525 per delegate. Please visit our website for discounts based on an individual or organisation attending multiple workshops



The Gridiron Building
One Pancras Square
London
N1C 4AG

info@workforcedimensions.co.uk

0207 947 4001