



WORKFORCE METRICS AND ANALYTICS: DRIVING BUSINESS RESULTS WITH DATA

Business and HR leaders are recognizing the potential value of workforce metrics and analytics. Yet many organizations still struggle with developing a strategy and identifying where to start, what to measure, and how metrics and analytics can support business strategies.

The Workforce Metrics and Analytics Workshop is designed to help drive business results with data by providing a detailed road map for effectively leveraging metrics and analytics in your organization.

This highly interactive and informative workshop will provide you and your team with the knowledge and resources to:

- Kick-start your workforce metrics and analytics journey.
- Interpret an Internal Labor Market (ILM) map that displays data on the flows of talent in, up, and out of an organization.
- Understand the issues and best practices regarding human capital metrics and analytics.
- Differentiate between human resources metrics and human capital metrics.
- Learn best practices in the design of human capital dashboards.
- Use the framework of data, dialogue, action, and results to achieve power storytelling.
- Define and describe three emerging practices in workforce analytics.
- Identify key constituencies for maintaining a successful data-based approach.
- Complete an action plan to overcome an obstacle to implementing metrics and analytics in your workplace.

THE FULL-DAY WORKSHOP INCLUDES:

- Interactive exercises.
- Templates.
- Worksheets.
- Case studies.
- Action plans.



WHAT ATTENDEES ARE SAYING

"Workforce analytics and planning is a knowledge gap within our organization — not just in HR, but in finance and IT as well."

"I found the information to be very thought-provoking. I believe I will take much away that is actionable, not just interesting."

"I especially liked the practical information that can be immediately applied, and useful 'real' tools that I can use."

"It's a great way to start and develop metrics reporting in HR."

BE PREPARED FOR YOUR ANALYTICS AND PLANNING JOURNEY

We want to help put your organization in a prime position to use workforce analytics and planning to your best advantage. With the right knowledge and tools from Mercer experts, you can streamline reporting and make data-based human capital decisions to help vastly improve the likelihood of successful business outcomes.

WHY MERCER?

- More than 20 years' experience in advanced analytics and workforce planning.
- Mercer's 20,000+ employees based in 42 countries and operating in more than 130 countries.
- Intellectual capital that can be consolidated and leveraged.
- Superior benchmark capability and research reports.
- Ability to customize to client needs, given business and HR strategies.

OUTLINE

- Getting started with metrics.
- Applying best practices in metrics and dashboards.
- Identifying emerging trends in workforce analytics.
- Driving internal demand for metrics and analytics.

WHO SHOULD ATTEND

- Directors and VPs of HR, and senior managers.
- Analytics heads and workforce planning heads.
- HR business partners who are interested in utilizing intelligent data to obtain workforce insights.
- Business executives with a role in driving results via the workforce.

TAKEAWAYS

KNOW-HOW

These workshops are the beginning of putting workforce analytics and planning to work for you. We will provide the tools and resources that you will need to implement meaningful, measurable changes to improve your company's performance.



PLACEMAT

Key concepts, terms, definitions, and principles are meaningfully arranged on a large, placemat-sized page for easy reference.

PARTICIPANT GUIDE

This workbook contains all group activities and individual exercises for the workshop, in addition to a glossary of related terms, descriptions of the other Mercer Workforce Analytics and Planning Workshops, and a small-print version of the placemat.



ADDITIONAL RESOURCES

At the conclusion of the workshop, you will receive copies of all PowerPoint slides, articles, and other valuable resources to better equip you to apply the knowledge you gained from the workshop.

FACILITATOR

DION GROENEWEG

HR Transformation & Workforce Planning Leader, Talent

Dion is a partner at Mercer and the Growth Markets practice leader for HR transformation and workforce planning, and he is based in Singapore. He specializes in formulating and aligning organizations' business and HR strategy, service delivery models, technology, change management, and analytics solutions.

Dion has more than 25 years of experience designing and developing human-capital-related solutions for organizations in Asia, North America, Africa, and Australia. He has advised clients in the financial services, energy and transport, environment and natural resources, manufacturing, and health sectors. Prior to joining Mercer, Dion was founder and CEO of the Cape Group, which he established in Sydney in 2004. He then led the expansion of the company into the Asia Pacific region. Before setting up the Cape Group, Dion was a partner with Deloitte, holding the position of regional director for Human Capital for the Asia Pacific and Africa regions.

PROGRAM DETAILS

Date:

Thursday, November 20, 2014

Registration deadline:

Wednesday, November 12, 2014

Time:

9:00 am–5:00 pm

Venue:

Hotel Mulia Senayan Jakarta
Jl. Asia Afrika 8
Jakarta Pusat 10270

Fee:

IDR 4,750,000 + 10% VAT

Discount:

5% group discount for three or more attendees registering from the same company

CONTACT

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PARTICIPANT DETAILS

Please tick the workshop that you would like to register for:

- Workforce Metrics and Analytics: Driving Business Results with Data
November 20, 2014
IDR 4,750,000 + 10% VAT

Title Dr. Mr. Mrs. Ms.

Full name _____

Business title _____

Organization (registered trading name) _____

Address _____

City _____ Postal code _____

Telephone _____ Facsimile _____

Email address _____

Industry _____

Would you like to be included in the participants' contact list? Yes No

Special dietary requirements _____

Billing details (if different from participant details)

Title Dr. Mr. Mrs. Ms.

Full name _____

Business title _____

Organization (registered trading name) _____

Address _____

City _____ Postal code _____

Telephone _____ Facsimile _____

*Please read — confirmation and cancellation policy

Your registration is subject to acceptance by Mercer. You will receive confirmation of acceptance (or rejection) and further details close to the scheduled workshop date. Confirmation of the workshop proceeding is dependent on enrollments. The workshop fees cover tuition, documentation, lunches, and refreshments. Participants are responsible for their own travel, accommodation, and out-of-pocket expenses. Cancellations should be sent in writing to the Mercer contact listed for the workshops. Cancellations received more than 30 days prior to the scheduled workshop date will be refunded in full. Cancellations received 30 days or less in advance of the workshop date will not be refunded but it may be possible to reschedule to a later date (restrictions may apply). You may nominate a substitute to take your place at any time before the start of the workshop. No-shows on the day of the workshop will not be refunded.

I have read and understood the cancellation policy.

Sign here (for and on behalf of the organization registering)

Mercer reserves the right to change or cancel any part of its published workshop due to unforeseen circumstances and to determine the suitability of any registrant to attend the workshop. Payment must be received in full before the start of the workshop. Please note that we reserve the right to refuse admission to the workshop if proof of payment has not been received. An invoice will be sent upon receipt of a registration form.

HOW TO REGISTER

By completing and returning this registration form, you are deemed to consent to the collection, use, and transfer of your personal information as described in Mercer's Privacy Statement.

Please photocopy this form for additional program registrations.

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