November 16 - 17, 2020 • **Virtual Course**

Creating Strategic Value with HR Analytics

People Analytics
for the Public Sector

Unlock the Power of Analytics - Create Value in your Organization!

Virtual Course

YOUR FACULTY

CONFIRMED PARTICIPANTS INCLUDE:

Dr. David Weiss
Weiss International Ltd.

Zachary Nichol
City of Ottawa

Maria McKay
KPMG LLP

Sunil Meharia
Teranet Inc.

Roger Blaesz
ArcelorMittal Dofasco

... and more

Data Driven, Game Changing Approaches to Drive Profitability

- Implement data-driven, game-changing approaches to HR that will drive profitability
- Build the mindsets, tool sets and skill sets that will promote invaluable insights through analytics
- Leverage people analytics to drive a performance culture
- Use analytics for performance management, training and succession planning
- Drive employee engagement to new heights
- Re-invent your HR strategy with artificial intelligence
- Learn about the impact of COVID-19 on people analytics frameworks
- Determine 5 factors to accelerate the adoption of data driven HR
- Apply data and evidence effectively at various stages of policy development and implementation
- Reap the rewards of data-driven recruiting
- Using employee capabilities for workforce innovation and growth – connecting data science and predictive analytics

Plus! *Learn how to use data analytics for strategic actionable insights on workforce planning, retention, turnover, hiring and more!*

INFONEX
Professional Development

DAY ONE PROGRAM AGENDA: MONDAY, NOVEMBER 16, 2020

10:00 - 10:15 EST   **Welcome and Opening Remarks from the Chair**

10:15 - 11:00 EST

The Value of HR Analytics During the Covid -19 Crisis

Sunil Meharia, Data Science Specialist, Teranet Inc.

- What should you be measuring?
- What value is HR Analytics (HRA) creating during the COVID-19 crisis?
- What obstacles are stopping HRA teams from creating value during the COVID-19 crisis?
- What questions/decisions are HRA teams helping their businesses to answer during the COVID-19 crisis?

11:00 - 11:45 EST

Getting Started and On-Going Progress With Limited Resources

Zachary Nichol, Innovation Solutions, City of Ottawa

Many organizations are still considering the potential impact of HR Analytics. Will the cost outweigh the benefit? What kind of investment is required? What can you realistically expect? What data will be valuable? How do you collect and make use of it? How will you work effectively with your IT Department?

This session will provide answers to these important questions and assist you with:

- Getting the data right
- Using the right tool for the job
- Visualization and story telling
- Results and lessons learned
- What the journey from excel spread sheets to the great beyond involves

11:45 - 12:30 EST

Power of the Dashboard at Natural Resources Canada: Visualization and Storytelling that Demand Action

Bart Bilmer, Director, Planning & Reporting, Natural Resources Canada

- Understanding the impact of visualization and storytelling
- Dashboard creation- must you be a data scientist to produce them?
- How dashboards heighten project focus and engagement
- How to transform data into visualization and stories that demand action!

12:30 - 13:15 EST   Break

DAY ONE PROGRAM AGENDA: MONDAY, NOVEMBER 16, 2020

13:15 - 14:00 EST

Five Factors to Accelerate the Adoption of Data Driven HR

Nigel Dias, Managing Director, 3n Strategy

If your internal customers have a better understanding and expectation of why they are receiving your insights, your function is over 4 times as likely to create 'strategic' value with HR analytics.

- Where does adoption and change management fit in your HR Analytics strategy?
- How change management helps
- Have you picked the right decisions and decision makers?
- Have you set up the right expectations?
- Are you sharing the right evidence?
- Is the decision maker enabled and able?
- Are you creating the best experience?
- How do you sustain the adoption of data-driven HR

14:00 - 14:45 EST

What Business Managers Can Do With People Analytics

Roger Blaesz, Workforce Planning Specialist, HRIS & Compensation, ArcelorMittal Dofasco

- Help Business Managers and other end users do their own People Metrics analysis
- Allow Managers to reduce absenteeism and overtime costs
- Assist in leadership tracking and analysis of People costs and variances to budgets
- Help in developing recruiting, development and retention strategy

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14:45 - 15:00 EST   Break

DAY ONE PROGRAM AGENDA: MONDAY, NOVEMBER 16, 2020

15:00 - 16:00 EST

How HR can Leverage Data to Measure its Return on Investment

Dr. David Weiss, President & CEO, Weiss International Ltd.

In today's digital age, many public sector organizations are struggling with predicting accurately what it will take to succeed in the future. The advent of big data analysis and Artificial Intelligence (AI) is viewed as the pathway to improve the ability to predict outcomes and to save costs. Many HR professionals are also intrigued by the possibility of applying Artificial Intelligence (AI) to help predict more accurately many elements related to people and organizational capacity such as who should be hired, how to best develop talent, and where to focus its attention to achieve new innovative ways to deliver HR value. As this HR transformation unfolds, HR will also be expected to demonstrate that the investment in the knowledge, skills, experiences and innovations of people in the organization are helping make the organization more productive and are delivering a return for the business.

This highly thought provoking, engaging and practical session, based upon Dr. David Weiss' book *Leadership-Driven HR: Transforming HR to Deliver Value for the Business* and his subsequent research, focuses on the following:

- How an HR focus on AI will accelerate the expectation of HR to be able to demonstrate a return on human capital, i.e. the return on investment in people and organizational capacity?
- How HR can leverage data to measure its Return on Investment (ROI) for the business?
- How to develop a dashboard to track leading and lagging measures to regularly report on the ROI in Human Capital

16:00 EST   **End of Day One**

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *People Analytics for the Public Sector*. A limited number of sponsorship options are available.

For more information or to check availability, contact our sponsorship department by telephone at 416.507.4202, or by email at sponsorship@infonex.com.

DAY TWO PROGRAM AGENDA: TUESDAY, NOVEMBER 17, 2020

10:00 - 10:15 EST   **Welcome and Opening Remarks from the Chair**

10:15 - 11:00 EST

Update on Employee Surveys and Evidence Based Decision Making

Stevan Zonjic, Director, Strategic Infrastructure, Information Management & Research, Treasury Board Secretariat, Government of Canada

- Role of employee surveys
- Why government is now doing annual surveys
- How surveys are used to track the progress of key management initiatives
- Need for consistent practices to ensure accurate consistent data
- What competencies do you measure for leadership?

11:00 - 11:45 EST

Building An Analytics Team

Patrick Tuason, Manager, HR Reporting & Analytics, Hydro One

- Research on best in class vs. my humble real word
- Being relevant: finding the right focus on what drives value in the organization
- Profiling your team: they are people too
- Summary: top learning points (needed skills, technology, executive support and output)
- How we move forward from here

11:45 - 12:30 EST

HR / Behavioural Analytics for A Safer Workplace

Eric Irwin, Managing Principal, Predictive Success

The importance of safety grows with each passing day. Hiring and coaching for safety are key to excellence in this expensive, difficult area. This session will help you keep your safety record unblemished or improved

- What traits lead an employee to be a safe or unsafe worker?
- Are some people naturally disposed to work safely?
- What do your own analytics tell you? What do industry-wide analytics tell you?
- How do you coach people toward safety?

12:30 - 13:30 EST   Break

DAY TWO PROGRAM AGENDA: TUESDAY, NOVEMBER 17, 2020

13:30 - 14:15 EST

A Step By Step Guide to Matured People Analytics: Targeted Talent Retention

Xiaoxi Chang, PhD, People Analytics Specialist, Payments Canada

People analytics is no longer taking a backseat in driving and improving important business decisions. A great deal has been discussed about analytics strategy and methods that help attract, engage, and develop talent in larger enterprises. In this session, Dr. Chang will share with you:

- A step by step guide to matured people analytics in small and medium-sized organizations in the public sector, especially in the talent engagement and retention space.
- An inspiring and successful analytics journey at Payments Canada, which involves the following three steps:
  - Establish turnover metrics and benchmarks from scratch
  - Diagnose turnover root causes with integrated data
  - Predict turnover that leads to targeted talent retention

14:15 - 14:30 EST   Break

14:30 - 15:15 EST

Role of HR Analytics In Creating a Data Driven, Modern Municipal Corporation in City of Edmonton

Russell Loga, Director, Business Intelligence and Analytics, City of Edmonton

Empowering and enabling decision makers to leverage workforce intelligence starts with data foundations

- What data are you collecting and why?
- How do you ensure accurate consistent data?
- How are you preparing that data for use as a strategic asset?

Ensuring the Workforce Analytics program drives action towards enhancing a positive employee experience

- Where do you start in your analysis and evaluation of workforce data to inform workforce planning, organizational effectiveness and better business decisions?
- What are you doing to ensure products and services are implemented, monitored, maintained and enhanced, to provide quality analysis to stakeholders?

DAY TWO PROGRAM AGENDA: TUESDAY, NOVEMBER 17, 2020

15:15 - 16:00 EST

Using Employee Capabilities for Workforce Innovation and Growth - Connecting Data Science and Predictive Analytics

Maria McKay, Senior Manager, Advisory, KPMG LLP

- How do you incentivize people to explore, rather than fear, opportunities for change
- Finding new paths that use the talent of your workforce to innovate and grow
- Need for a scenario-based iterative process with which to begin the transformation
- Fostering the ability to deal with disruption for success

16:00 EST   **End of Day Two**

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REGISTER BY PHONE, ON-LINE, OR IN THESE 3 EASY STEPS!

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Full Name _____ Title _____

Organization _____

Telephone (____)_____ Ext _____ Fax (____)_____

Email address _____

Name of Approving Manager _____ Title _____

Address _____

City _____ Province _____ Postal Code _____

Company's main line of business _____ Number of Employees _____

2 SELECT YOUR PREFERRED PAYMENT METHOD

Prices subject to GST / HST	Full Price	Register by October 30
Course for Groups of 3 +	CAD $ 2,199 each	CAD $ 1,699 each
Course for Groups of 2	CAD $ 2,299 each	CAD $ 1,799 each
Course for 1 Registrant	CAD $ 2,399	CAD $ 1,899

Register by **OCTOBER 30** to **SAVE** up to CAD **$ 500** off the regular course fee

* Groups must register together at the same time to be eligible for group savings.

Method of Payment: ☐ VISA ☐ MasterCard ☐ Cheque enclosed, payable to INFONEX Inc.

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