

May 16 - 17, 2023 • Virtual Course

Learn How to Take Advantage of Your Data to Improve
HR Decision Making!



People Analytics & Data-Driven HR

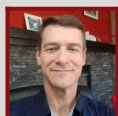
From Solid Foundations to Powerful Prediction

YOUR FACULTY

CONFIRMED PARTICIPANTS INCLUDE:



Zac Nichol
MNP Digital



Tony Bennett
**Alberta Health
Services**



Riaz J. Kara
**Canada Mortgage
and Housing
Corporation**



Ilia Maor
**York Region (The
Regional
Municipality of
York)**



David Weiss
**Weiss International
Ltd.**

... 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
- Determine the top 5 metrics that will positively impact revenue in your organization
- Develop customized KPIs and analytics for maximum benefit
- Leverage analytics to develop winning compensation packages
- Transform data into visual pictures that demand action
- Drive employee engagement to new heights
- Retain valued employees who might otherwise be out the door
- Reap the rewards of data-driven recruiting
- Leverage people analytics to drive a performance culture
- Use analytics for performance management, training and succession planning

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

REGISTER TODAY!

Email: register@infonex.com

Call **1.800.474.4829** or

www.infonex.com

People Analytics & Data-Driven HR

May 16 - 17, 2023 • Virtual Course

DAY ONE PROGRAM AGENDA: TUESDAY, MAY 16, 2023

10:30 - 10:45 EDT



Welcome and Opening Remarks from the Chair

Zac Nichol, Senior Consultant - Digital Advisory, MNP Digital

10:45 - 11:45 EDT



Modernizing Your Recruitment Strategies Through Data and Analytics

Nader Shureih, Vice President, Business Development, Public Sector, Environics Analytics

HR Modernization can benefit greatly from the integration of third party data about employees. By linking privacy-compliant, contextual data about your employees, departments and agencies can much better inform recruitment approaches, internal communications strategies, effective employee onboarding, and retention strategies that can increase employee engagement, loyalty and sense of community. This session will take you through how the integration of privacy-compliant data into your organization's ecosystem can enable HR and management to better understand, communicate with, and take action on policies and strategies that benefit both employees and management.

11:45 - 12:45 EDT



Understand Psychological Safety in the Workplace

David Weiss, President & CEO, Weiss International Ltd.

In our times of uncertainty, organizations need to have psychological safety in the workplace and on their teams. Psychological safety refers to the belief that one can speak up and challenge ideas without fear of being ignored, reprimanded, or humiliated by authority or others in the organization. The pandemic has accentuated the need for workplace psychological safety. Many professionals ask: How can I lead an organization and team where people speak up and share their ideas? Where do I start?

This session, based on the leadership books by Dr. David Weiss and his subsequent work, provides the insights and techniques to enhance psychological safety in the workplace. This insightful and entertaining interactive session will answer the following questions:

- What is psychological safety and why is it important?
- What can leaders do to enhance the psychological safety of their teams?
- How can you apply the ideas about psychological safety to your work in people analytics?

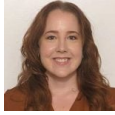
12:45 - 13:30 EDT Break

People Analytics & Data-Driven HR

May 16 - 17, 2023 • Virtual Course

DAY ONE PROGRAM AGENDA: TUESDAY, MAY 16, 2023

13:30 - 14:30 EDT



Talent Acquisition in a High-Turnover Future

Chelsea Dahl, Director, Service Enhancement, Government of Alberta

- Like most other organizations, the Government of Alberta has felt the impact of high turnover and increasing demand for talent and has embarked on a transformation of their recruitment services
- Learn how to measure and understand the factors that impact your organization's talent acquisition landscape and how to leverage that data to inform strategies to meet a high-turnover future
- Discover multiple strategies put in place by the Government of Alberta, how they have measured success and how you can adapt and replicate this in your own organization

14:30 - 15:30 EDT



Data Analytics Don't Lie: 7 Practices to Become a Relational Leader

Jill Birch, Founder & CEO, BirchGrove Inc.

This presentation will help you develop the skills you need to become a more relational leader. You'll learn how to harness 7 leadership practices that will help you:

- Overcome the 7 deadly derailers that sabotage leaders
- Become more self-aware and compassionate
- Appreciate others' perspectives to make more informed decisions
- Empower the team to accelerate performance
- Become the "guide on the side" who coaches and mentors
- Navigate complexity to avoid costly missteps
- Inspire the team to innovate and transform

Re-ignite your leadership to move from being negatively disrupted to becoming positively daring

People Analytics & Data-Driven HR

May 16 - 17, 2023 • Virtual Course

DAY ONE PROGRAM AGENDA: TUESDAY, MAY 16, 2023

15:30 - 16:30 EDT



Preparing Sheridan HR Grads to Be People Metrics Savvy

Roger Blaesz, HR Reporting Analyst, University of Toronto

With Big Data and Data Visualization tools becoming more important strategically for organizations, Sheridan College is developing one of the first courses to not only teach HR students important People Analytic concepts and measures, but also shows them how to create, show and share those metrics with a Data Visualization Tool (Tableau Prep and Desktop). This will make graduate students better prepared to extract, transform and explain an organization's HRIS (and other) based people data

16:30 EDT



Closing Remarks from the Chair

Zac Nichol, Senior Consultant - Digital Advisory, MNP Digital

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *People Analytics & Data-Driven HR*. 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.

People Analytics & Data-Driven HR

May 16 - 17, 2023 • Virtual Course

DAY TWO PROGRAM AGENDA: WEDNESDAY, MAY 17, 2023

10:30 - 10:45 EDT



Welcome and Opening Remarks from the Chair

Zac Nichol, Senior Consultant - Digital Advisory, MNP Digital

10:45 - 11:45 EDT



Maximize Your People Analytics Efforts Through Change Management and Systems Leadership

Stacey Ileleji, Change Management Specialist, Treasury Board of Canada Secretariat

Have you considered all the factors for rolling out a people analytics program? Everyone says they are on board, funding is secure, data scientists are about to sign the letter of offer, and supporting technology will roll out shortly. How have you structured your path to success?

In this interactive session, we will explore the topics listed below:

- What is change management versus transition management?
- What is systems leadership?
- What story is your stakeholder analysis telling you?
- What are the six universal principles that can make or break your efforts?
- Will your current policies, practices, and organizational culture enable or hamper your people-analytics vision, goals, and objectives?

11:45 - 12:45 EDT



Building Analytic Literacy in HR - An AHS Case

Tony Bennett, Executive Director, HR Analytics & Planning, Alberta Health Services

- The ability to work with data is a sought-after employment skill as well as an increasingly necessary asset for global citizens.....Numbers are part of HR role
- Data in itself is not valuable at all.....workforce measurement is valuable to the extent that it improves vital decisions
- If HR can use sound analytics and measures to draw meaningful conclusions and propose sound solutions it will lead to rational decision making on where we should make investments
- At AHS, we are working to build workforce evidence-based analytics literacy within all areas of HR

12:45 - 13:30 EDT Break

People Analytics & Data-Driven HR

May 16 - 17, 2023 • Virtual Course

DAY TWO PROGRAM AGENDA: WEDNESDAY, MAY 17, 2023

13:30 - 14:30 EDT



Bolstering People Insights with HR Service Analytics

Ilia Maor, Manager, HR Technology and Analytics, York Region (The Regional Municipality of York)

The session will focus on the way HR departments can use HR Service Analytics to improve their understanding of business stakeholder needs and the employee and manager experience

- Establishing HR Support Centres and Shared Services
- Logging and tracking inquiries, issues, incidents, and reports
- Using service analytics to understand and improve the employee and manager experience
- Monitor early indicators around hot topics and announcements
- Identifying areas that could benefit from process improvement, FAQs, guides or business support
- Planning resource capacity based on HR service metrics

14:30 - 15:30 EDT



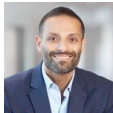
Building and Implementing an HR Analytics Team in Smaller Organizations

Zac Nichol, Senior Consultant - Digital Advisory, MNP Digital

While the future is never certain, HR executives and practitioners recognize that analytics will play an increasingly important role in decision making of their organizations. From the ability to clearly understand what has happened, to the capability to provide prescriptive action to managers regarding what should happen, analytics is a key resource to any HR organization. This session will help you gain insight into the power of analytics and the contribution it can make to the organization even if you are starting with minimal resources and people.

- Build an HR analytics function when resources are limited
- Learn how to gather data and ensure that it's uniform, accurate and consistent
- Set goals and KPIs to ensure HR processes are completely fact-based and aligned to your organization's way of thinking
- Explore what makes people analytics different from other analytic fields

15:30 - 16:30 EDT



Data as an Equity Imperative: Build a Culture of Diversity & Inclusion Using Data

Riaz J. Kara, Vice President, Social Policy & Equity, Canada Mortgage and Housing Corporation

- Understand the importance of disaggregation in your D&I data
- Use workforce analytics and lived experience to drive business performance
- How have evolving understandings of equity, diversity and inclusion changed the business landscape?

16:30 EDT



Closing Remarks from the Chair

Zac Nichol, Senior Consultant - Digital Advisory, MNP Digital

People Analytics & Data-Driven HR

May 16 - 17, 2023 • Virtual Course

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

1 PRINT YOUR NAME AND CONTACT INFORMATION

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 May 12
Course for Groups of 3 +	CAD \$ 2,299 each	CAD \$ 2,199 each
Course for Groups of 2	CAD \$ 2,399 each	CAD \$ 2,299 each
Course for 1 Registrant	CAD \$ 2,499	CAD \$ 2,399



** 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.

Cardholders Name: _____

Card Number: _____ Exp. Date: _____ / _____

CVV / CSC: _____ Signature: _____

☐ Please check box if you are GST / HST exempt Exemption # _____

3 SEND US YOUR REGISTRATION

GST / HST No. R134050012

EMAIL: register@infonex.com **WEBSITE:** www.infonex.com

TELEPHONE: 1.800.474.4829 **MAIL:** INFONEX INC.
330 Bay Street, Suite 1500
Toronto, ON M5H 2S8

VIRTUAL COURSE:

People Analytics & Data-Driven HR will be held as a virtual on-line event. Details on how to access and participate in the event will be sent to all confirmed delegates prior to run date.

SPONSORSHIP, EXHIBITION, AND PROMOTIONAL OPPORTUNITIES:

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at People Analytics & Data-Driven HR. A limited number of sponsorship options are available.

Contact our sponsorship department by telephone at 416.507.4202, or by email at sponsorship@infonex.com.

CANCELLATION POLICY:

Substitutions may be made at any time. If you are unable to attend, please make cancellations in writing and email to register@infonex.com or fax to 1.800.558.6520 **no later than May 2, 2023**. A credit voucher will be issued to you for the full amount, redeemable against any other INFONEX course and which is valid for twelve months (one year) from the date of issue.

Registrants who cancel after **May 2, 2023**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **May 2, 2023** and fail to attend will be liable for the entire registration fee.

DISCOUNT CODE: 1427-W

