

Master class:

Applying HR Analytics to Drive Results and to Improve Company Performance

Sylvia Zachariah
World Class Consultant

Dates 15th – 16th October 2018

From 08:30 to 16:45

Language – English

Venue - HILTON Hotel – Nicosia

About the Master class

HR Analytics is analysis used to make better decisions about all aspects of HR strategy with the goal of improving business performance. It is both a strategic and operational concept that enables organizations to understand key aspects of workforce performance using data and evidence.

In this training course participants will have the opportunity to explore the necessary thinking and approach to deal with the challenges of sustaining an evidence-based approach.

Aims of the Master class

This training program is designed to provide knowledge and skills necessary to:

- Explain why data is important for driving organizational decisions
- Demonstrate basic methods for reading and presenting data
- Identify tools used to interpret data and support HR decisions
- Prepare results to effectively communicate information to organizational management
- Coach other HR professionals in your organization in the use of analytics for business decisions
- Understand what HR analytics is and different types of HR data

Programme Structure

Part 1 – TWO DAY TRAINING SEMINAR 15th – 16th October 2018 – HILTON Hotel – Nicosia

Part 2 – SITE VISIT

The company of each person who attends the two-day Seminar is expected to subscribe to a half-day session of 4 hours, in the second stage of the program. The instructor will visit each company and spend time working with those who attended the Seminar, and, where appropriate, with their senior colleagues.



ΟΜΟΣΠΟΝΔΙΑ ΕΡΓΟΔΟΤΩΝ & ΒΙΟΜΗΧΑΝΩΝ (ΟΕΒ) ΚΥΠΡΟΥ

Για περισσότερες πληροφορίες απευθυνθείτε στην ΟΕΒ
Τμήμα Μελετών, Κατάρτισης και Ευρωπαϊκών Προγραμμάτων
Τηλ. 22 665 102 fax: 22 666 661 e-mail: mpirea@oeb.org.cy, stsingis@oeb.org.cy



Master class:

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Benefits of Attending

By the end of this seminar participants should be able to:

- Discover how you can use analytics to manage your top talent
- Identify the tools you need to build a data-driven strategy
- Align workforce analytics with business strategy, goals and objectives/work on your analytics
- Establish and advance a data-driven HR function
- Enhance HR analytics skill
- Align HR analytics with critical HR objectives and initiatives
- Save money through initiatives that will impact the business positively after learning how to apply predictive analytics.



Who Should Attend

Directors, Human Resource Managers, Senior managers, Finance Managers, and other managers who have responsibilities for managing, training and developing staff and /or have an involvement in shaping HR strategy.

Issues to be Addressed

- HR Analytics - Discuss what successful companies have done to harness numbers to drive business performance
- What are analytics?
- Getting Started with Analytics - Analytics Key Benefits
- Analytics and the 5/6-stage Employee Lifecycle
- Identifying correlations between analytics
- Presenting compelling data
- Managers delivering HR interventions to improve analytics to support the business
- Setting up measurements for HR
- Steps to set up Analytics for HR

Case Studies:

- What effective organizations do
- Best practice examples of leading organizations
- Using Analytics – Issues and Potential actions



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Programme Leader

Sylvia Zachariah - World Class Consultant

A successful consultant, practitioner and Investors in People Assessor. Throughout her professional life, she gained practical and academic insights, which now conveys to audiences in a way that enthuses and empowers them to want to implement better approaches. Her Investors In People work provides direct and indirect consultancy support. She has worked with a wide range of organizations across all sectors, which has taught her a great deal about how to do things well and what excellence should look like



In previous work she gained practical experience as Operations Manager, HR Manager and Director. She lived and worked in many countries including the USA / Singapore / India / Lebanon / Thailand and Spain, she has gained an excellent understanding of cultural differences and that "one size – does not fit all", which is invaluable when sharing knowledge and experience. She approaches her training and hands-on support in a pragmatic way – using academic knowledge, but contextualizing it in a practical way so that business and individuals can actually apply this knowledge to the benefit of their organization.

Her seminars are aimed at providing tangible benefits, stimulus, knowledge and challenge, to encourage people to strive for continuous improvement

ZERO Cost Master Class

The training program approved, by the Human Resource Development Authority (HRDA), as a vital importance seminar and is fully subsidized to eligible organizations that meet the HRDA criteria.

The Masterclass is addressed only to OEB's members.

APPLICATION FORM

SURNAME / NAME	POSITION	I.D. NO	Mob. Phone NO
1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____

COMPANY / ORGANISATION

Company's Name: _____ Social Insurance No: _____

Contact Person _____ e-mail _____

Address: _____ Post Code: _____

P.O.Box: _____ Post Code: _____ District: _____

Tel.: _____ Fax: _____ No. of Employees: _____



