

PEOPLE ANALYTICS

Across Boards and C-Suites, business leaders are increasingly demanding that **analytics be used to tackle their critical Human Capital challenges**. They are looking for data driven answers to key HR and talent questions such as:

Do I have the necessary talent and capabilities in my organisation to **execute on core business strategies**?

Is my **organisation structured optimally** to deliver on the business strategy?

How do I **ensure optimisation of workforce**, the right skills in the right place at the right time and at the optimum rate?

Which high performing **employees are at high risk of leaving the organisation**? Why?

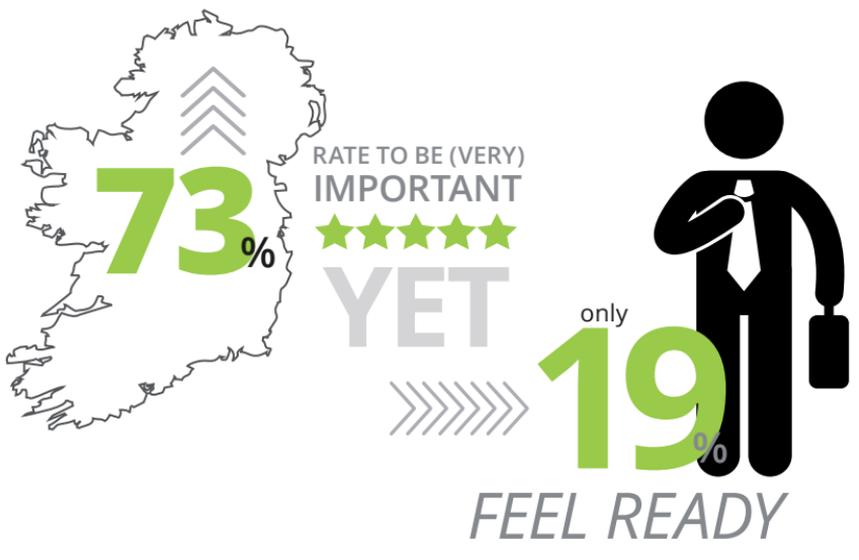
What talent actions do I need to take now to ensure I can **delivery our strategy** in 3, 5, 10 years?

How can I **identify high potential talent** for the future?

How can I **drive engagement** and what interventions are most effective?

TRENDS OF PEOPLE ANALYTICS

Demand for People Analytics is growing **SIGNIFICANTLY**



SOLUTIONS

Our solutions are aimed at **helping you in both the near and long term**.

Q. In need of a rapid answer to your people questions?

A. Utilise one of Deloitte's pre-built People Analytics Solutions to fast track your route to insights

- WORKFORCE PLANNING** Help your organisation to answer the questions of how many people will I need in each roles, in what location and with what skills with our Strategic Workforce Planning solution.
- ORGANISATION DESIGN** Visualise the optimal organisation with the right structure, roles and capabilities to successfully deliver your business strategy.

Using data to effectively predict and identify your future talent and high performers. Identify "flight risk" employees and develop analytics based retention and engagement plans to keep Top Talent in your organisation.
- PREDICTIVE PEOPLE ANALYTICS**
- TALENT AUDIT** Support your organisation to identify future leadership gaps, source High Potentials to fill them and create optimal career development plans through Deloitte's Talent Audit Dashboard.
- EMPLOYEE ENGAGEMENT** Deloitte's Employee Engagement Dashboard empowers decision-makers to quickly identify tracks effectiveness of engagement initiatives engagement issues and, thus, enables them to take the necessary remediation actions.

METHODOLOGY

Build your own People Analytics capability with the help of **Deloitte's Insight Driven Organisation methodology**

HAS THE TIME COME TO CREATE YOUR OWN PEOPLE'S ANALYTICS TEAM?

Deloitte's Insight Driven Organisation methodology is proven for helping HR Functions assess their analytics options, design their optimal future state HR Analytics function and creates a framework for implementing the required capability.



CREDENTIALIALS

LARGE COMMERCIAL BANK

Deloitte created a robust HR Analytics operating model, ensuring technology, service offerings, team capabilities and data governance were effectively aligned.

GLOBAL MANUFACTURING ORGANISATION

We provided a tool to enable management effectively 'spot' talent deep within their organisation and identify the links to the leadership profile.

PROFESSIONAL SERVICES PROVIDER

We created a predictive model to estimate job applicants' future performance in the role based on their experience and academic records.

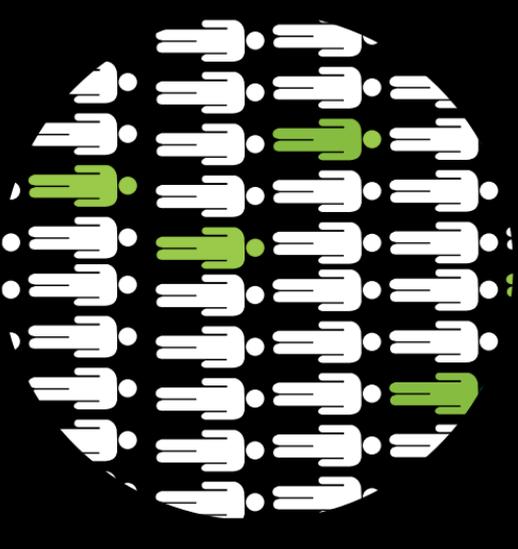
HEALTH CARE PROVIDER

Deloitte developed a strategic workforce planning tool to enable a hospital to understand their future resourcing demands across all roles for the next decade.

PUBLIC SECTOR DEPARTMENT

We assisted the department gain insight into current engagement through data visualisation and recommended solutions to improve engagement to support their future goals.

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LEADER[™] IN analytics CONSULTING



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