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Organisations are under increasing pressure to demonstrate the link between people and business value, with HR at front and centre of the debate.

Current state of play

55%

55% of organisations rate themselves as being **weak in using HR data** to predict workforce performance and improvement

84%

84% of business leaders are **deeply concerned about current workforce skills,** 89% about leadership and 86% about retention & engagement

32%

32% of organisations feel they are ready for people analytics, despite 77% recognising it is important, representing a **major capability gap**

The impact

Lack of insight - A lack of insight into the workforce and people is impacting how organisations effectively recruit and deploy their workforce, impacting the credibility of HR within the business

Poor investments - A lack of visibility into how people and HR programmes drive business value is leading to wasted cost / poor ROI and investments either not being made or directed to the wrong areas
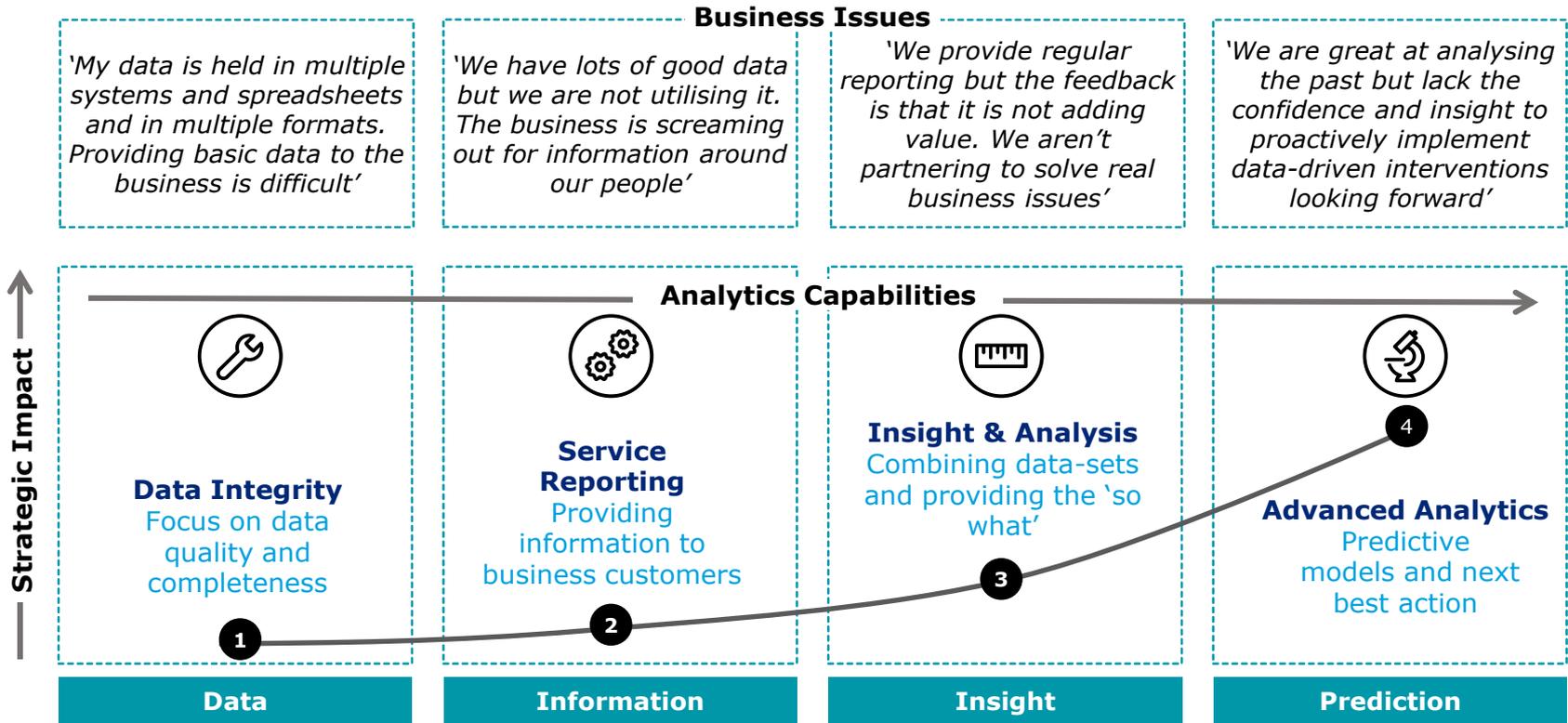
Inability to deliver change - A lack of capability within HR and the business is impacting the ability of organisations to embed insight-driven decision making and drive a data-driven culture

Where to next

Organisations are taking efforts to address the issues but many are struggling with where to start and where to invest to gain the greatest business impact

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Solving Your People & Workforce Issues

We help organisations move up the analytics maturity curve, enabling them to solve increasingly complex workforce issues and have a greater strategic impact on their business.

Business Issues

'My data is held in multiple systems and spreadsheets and in multiple formats. Providing basic data to the business is difficult'	*'We have lots of good data but we are not utilising it. The business is screaming out for information around our people'*	*'We provide regular reporting but the feedback is that it is not adding value. We aren't partnering to solve real business issues'*	*'We are great at analysing the past but lack the confidence and insight to proactively implement data-driven interventions looking forward'*

Analytics Capabilities

Strategic Impact

Data Integrity
Focus on data quality and completeness

Service Reporting
Providing information to business customers

Insight & Analysis
Combining data-sets and providing the 'so what'

Advanced Analytics
Predictive models and next best action

① ② ③ ④

Data	**Information**	**Insight**	**Prediction**

Enablers

People & Organisation – the appropriate mix and quantity of skills, structured to deliver efficiently

Process & Data – analytics approaches embedded in the business, yielding high-quality data

Technology – deployment of the right tools and technologies to create and deliver impactful insights