

People Analytics

Helps HR

Focus on Value

Data-driven HR means connecting people data to business outcomes data to drive better people and workforce decisions. These decisions can be material if you know where to look. Here's scenario-based (yet representative) data from a 1.600 person tech company

Make Smarter Hiring Decisions



FIRST YEAR EFFECTIVENESS BY RECRUITING CHANNEL.

Channel & First Year Effectiveness is a massive opportunity given the spend in these areas, and the reality that this spend is often blind. Wouldn't you like to know your Cost of a "Quality" Hire? And where they are most likely to come from?

One of your Agency suppliers delivers consistently the highest Quality of Hire, a Very Strong Fit, 39% of which are Outstanding in their first year, with a total Cost of 1st Year Turnover \$.03M.

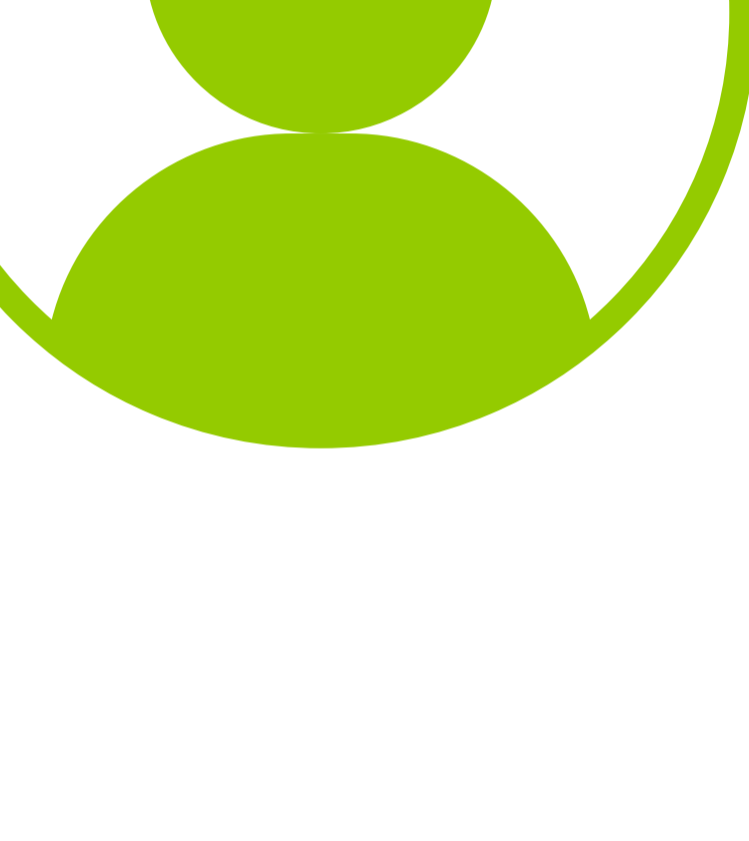


BUSINESS IMPACT OF UNFILLED SALES ROLES

Whether this is focused on Sales roles, or one of the many other "value-creating" roles in your company, missing recruitment fill targets means your opportunity cost of an unfilled position increases. This analysis helps you focus on alternative recruitment strategies on the key roles that help you deliver your corporate business plan.

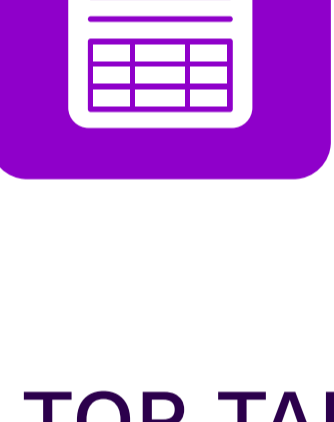
24% of Sales Reps were not filled within the 70 day target resulting in 1.057 added days of lost sales productivity (not including the 70 days fill target) and a revenue opportunity cost of \$1.7M

Retain Key Talent



COST OF TOP PERFORMER TURNOVER

At a simple multiplier of 1x salary, the Cost of Top performer Turnover can mean major financial exposure - let alone the business impacts of losing your key talent. In many cases, top talent deliver much more value than others - giving upwards pressure on this cost impact.



TOTAL COST OF \$5.2M over past 12 months for Outstanding employees. 35 terminations with a spike in Q3

TOP TALENT WITH NO PROGRESSION IN PAST 36 MONTHS

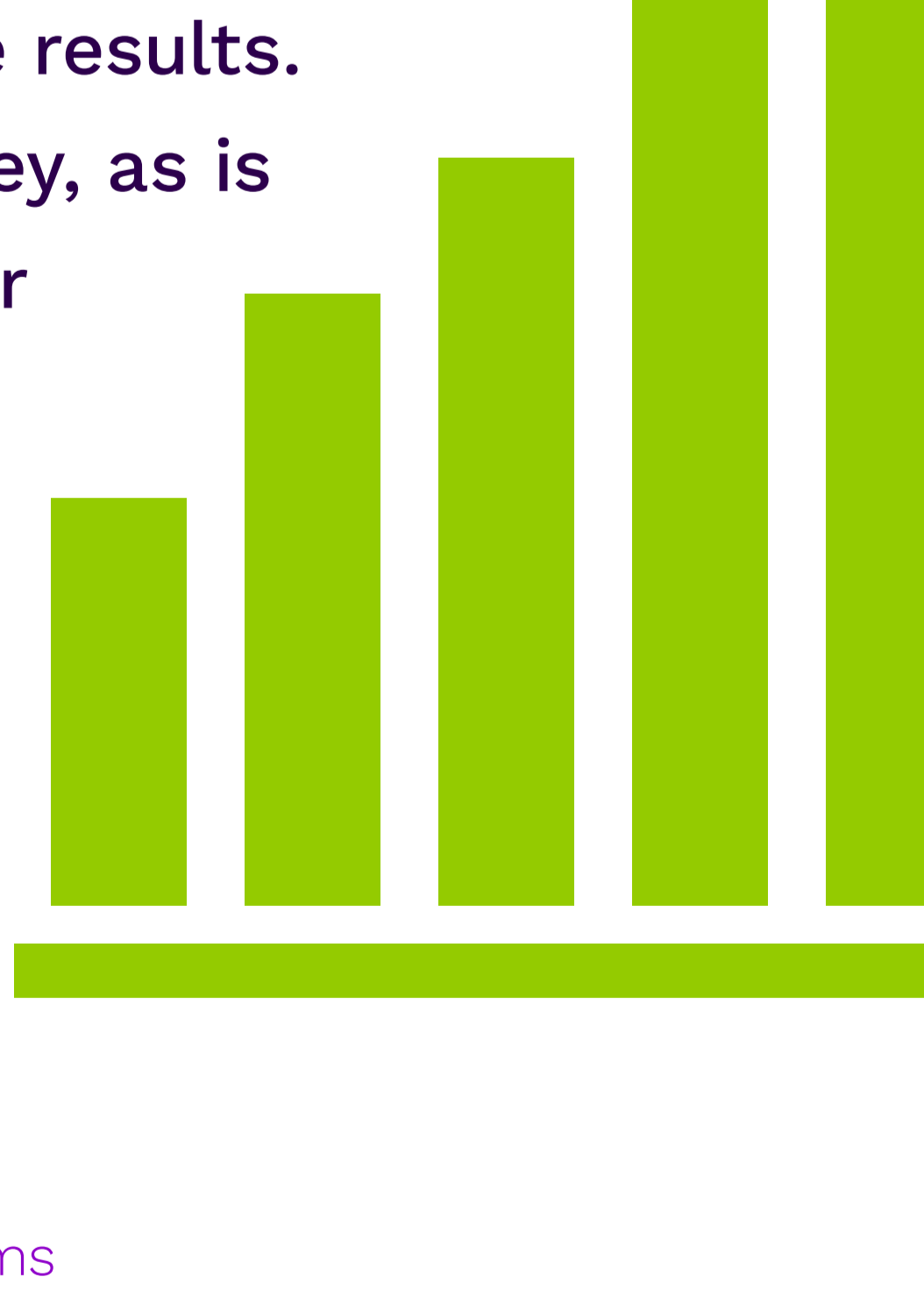
Shouldn't your talent be receiving progression opportunities in a timely manner? Or maybe Recognition is a better measure for your company? Regardless, the way you treat your top talent, and the opportunities you provide them will play into how engaged they are.

13 employees in critical and vulnerable roles are in a danger zone and beyond your maximum threshold for progression (>36 months)

ROI & Productivity

MANAGER DEVELOPMENT PROGRAM (MDP) ROI

Your managers are there to deliver business outcomes by leading and leveraging the resources available to them. Some are better at it than others. Some just need the right learning and development opportunities. Others may get the job done, but leave a disengaged workforce with high-turnover and poor customer service results. Visibility into manager effectiveness is key, as is the ROI and business impacts of Manager Development Programs.



Managers who attend the MDP lead teams with 12% higher customer satisfaction, 29% higher engagement and 22% less turnover. 1.3M in turnover costs avoided since Program start.

BUSINESS IMPACT OF ABSENTEEISM OVER PAST 12 MONTHS

Understanding where your pockets of exposure are for absenteeism, and the patterns around these days lost per employee, is both critical and material for many organizations. Identifying hotspots by role, tenure, location, calendar cycle and manager will help you place focus where it's really needed - instead of broad based initiatives which have too generic. Every improvement you find in DLE has a direct and pure impact to productivity and your bottom line.

15 Days Lost Per Employee in Tech Operations. Most likely on Sunday, Monday & Tuesday in July & August, with 87% spike in Q3. Total Impact of \$12k/FTE or \$19.3M annually.