

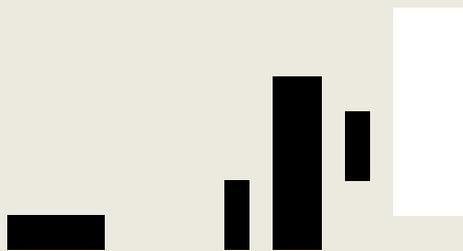


Master class on Talent Analytics

Enabling HR to make evidence-based decisions

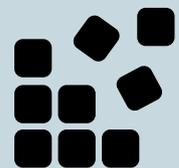
Developing Future Ready HR Professionals

It is a fact that HR professionals are being challenged to take an increasingly strategic role in helping their businesses navigate multitude of challenges. In order to succeed, HR teams need to ensure that they have the right skills and experience in place to deliver effective people programmes. Willis Towers Watson's HR Professional Development Programmes focus on combining essential concepts, practical experiences, consulting frameworks and real-world examples that will help participants apply the learning in their daily working.



Bringing the Power of Talent Analytics to the Business

The digital revolution is redefining the workplace, skills requirement and the whole employer – employee relationship in a more fundamental way than ever before. Organisations are increasingly recognising the value of big data and data analysis in predicting and dealing with constant change. HR as a function is also moving away from gut-based decisions to more evidence-based decision making. But, the jury is pretty much out there in terms of how effectively HR is leveraging Talent Analytics for taking informed people related decisions.



One Day Masterclass for HR Professionals on Talent Analytics

This intensive one day masterclass will enable HR professionals to effectively leverage Talent Analytics for taking informed people related decisions. You will learn useful tools and analytical techniques to deliver high impact and measurable results. The masterclass agenda will cover the following:



Session 1

- Overview of the analytics universe and its relevance to HR
- Big Data – Definition and role of Big Data in HR
- Overview of HR Analytics maturity model of analytical sophistication

Session 2

- Dashboarding – An art of data visualisation
- Leveraging a software for HR analytics data insights
- HR metrics and changing metrics with the maturity level of organisations
- Choosing the right chart to depict data

Session 3

Analytics across the employee life cycle:

- Retention analytics case study
- Recruitment analytics case study
- High performance case study
- Setting up of the HR COE
- Learning by example:
 - Descriptive analytics
 - Understanding central tendencies
 - Shapes of distribution
 - Measure of variance
 - Measure of relationship

Contact

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About Willis Towers Watson

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 40,000 employees serving more than 140 countries. We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas – the dynamic formula that drives business performance. Together, we unlock potential. Learn more at willistowerswatson.com.



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