Two high impact days on how to turn your HR data into your competitive edge

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INTERNATIONAL INSIGHT:
ROLLING OUT A SUCCESSFUL HRIS PROJECT ACROSS THE ORGANISATION
JOSHUA READER, TEAM LEADER – PEOPLE SERVICES, MEDIBANK (AUSTRALIA)

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Look at new measures that could be beneficial according (by finding correlations)

Explore how to give more meaning to existing measures and formulas

Discuss the usefulness of the most common metrics

Choose metrics that matter for powerful analytical insights

Cases Study: Driving business actions through HR data

Issues with data and how to solve them

Crystal ball gazing: a look into predictive analytics

The role of analytics in influencing HR strategy and operational performance

International Insight: Rolling out a successful HRIS project across the organisation

Australian private health insurance provider Medibank have recently completed a merger and rollout of a series of HR and payroll systems. This session will talk about the challenges and practicalities behind ensuring a successful rollout:

- The importance of using consistent and defined datasets (and how to make it happen)
- Successfully engaging management to understand, learn and use the tools
- Usability and experience concerns

Opening session from the Chair:
The role of analytics in influencing HR strategy and operational performance

Workforce analytics has the potential to revolutionise and transform HR. But in order to do so, it has to deliver measurable value and have the backing of the senior leadership team. We open the conference by discussing the workforce analytics value proposition.

1. The value proposition: beyond HR statistics to workforce analytics
2. Understanding what you want analytics to achieve in your organisation
3. Looking beyond your traditional HR audience
4. How does HR need to adapt to meet the benefits and challenges of an increasingly data-led environment?

Chris Casanelia, Manager HR Services, BNZ

The opportunity for big data: more information, extra insights, better solutions

The move to big data hasn’t been fast, especially in an area like HR, where relationships and people dynamics have always come before the numbers

- Does more data = more work?
- Why you need to choose your goals, then the data
- Opportunities and challenges

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International Insight: Rolling out a successful HRIS project across the organisation

Medibank	

Eugene Harvey, Director, Human Resource Information Technologists

Case Study: Driving business actions through HR data

If your data tells a story and creates a case for change, then you’re much likely to generate management action (rather than interest) from it. In this case study, Evan will lift the lid on HR analytics at SKYCITY, and will explain how by digging deeper and finding the data that ‘matters’, HR data has been able to make a real difference to the business.

- Segmenting engagement analytics to drive positive change
- How HR data has positively influenced diversity and equity
- What are the right reports that will shape management actions?

Evan Bateup, Group HR & Remuneration Manager, SKYCITY Entertainment Group

Summary remarks from the Chair and Networking Drinks
12.30 Lunch break

1.20 Analytics for measureable impact
“We have all this data about our people.”
“So? How does that improve our business and contribute to the bottom line?”
Sound familiar? Unless your data has a clear link to improving business outcomes or shareholder value, your C-level conversations can sound a lot like this. This session explores how:
• Use analytics to measure and improve the efficiency of your human capital
• Link data with actions
• Develop meaningful C-level conversations
Greg Sargeaunt, HRMS Specialist, healthAlliance

2.10 The seven deadly sins of HRIS project management
HRIS projects are inherent with risk – and the larger the project, the larger the risk that it won’t deliver the promised business outcomes on time and on budget. If you want to ensure the success of your next HRIS rollout, join Liz as we reveal the seven deadly project sins to avoid.
Jane Ward, Director, Alwyn Consulting

2.50 It doesn’t need to be complicated: why analytics is more about curiosity than maths
In this closing session, we will challenge you to be more curious, to explore the possibilities beyond the obvious. Along the way, we will explore why good HR analytics is not about the maths, but more about being inquisitive, thinking about linkages and playing with the data.

3.40 Closing remarks from the Chair and end of conference
WORKSHOP ONE
BUILDING AN HR ANALYTICS PLAN FOR YOUR ORGANISATION
26 November | 9.00am – 12.30pm
A workshop designed for those that have not yet started or are in very early stages of their HR Analytics journey and would like more guidance in creating a plan for their organisation.

• Determining the data and tools needed based on HR and business priorities (and not on what you already have)
• Working with management to decide how data will be managed: establishing, expanding or maturing data governance
• Building relationships with other managers early on to work collaboratively when HR decisions will affect their area/ function
• Training: Developing analytics knowledge for yourself and those who can benefit from your data analysis
• Sourcing the data you need that is not already available
• Segmentation and prioritising: starting with analysis at a small scale but that addressing an important area for the business
• Increasing your use of analytics without consuming your time

Eugene Harvey, Director, Human Resource Information Technologists

WORKSHOP TWO
ENSURING HRIS PROJECT SUCCESS
26 November | 1.30pm – 5.00 pm
Various studies place the failure rate of IT projects somewhere between 50 and 70%. This may be because of incorrect project definition, scope creep, budget blowout, or poor project management principles leading to overrun deadlines. Don’t be a statistic!

Suitable for HR practitioners considering or undergoing a project rollout, this workshop will guide you step by step through the HRIS project management process, from project scope, to vendor selection, to implementation, testing and rollout. The workshop is vendor neutral and applicable to all types of HR and payroll systems.

• Understanding your organisational goals (and how HRIS fits in with them)
• Navigating the vendor selection process: what’s important
• Understanding vendor selection criteria
• Comparing systems
• Understanding HRIS business requirements
• Usability and design considerations
• Smoothing the rollout process

Jane Ward, Director, Alwyn Consulting

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