



JAKARTA - 29 OCT

HR ANALYTICS FOR EFFECTIVE PEOPLE MANAGEMENT

BANGKOK - 1 NOV

Book now

to save much more off the Regular Price!

Book now to save much more off the Regular Price!

LEARN HOW TO

1. Develop a comprehensive understanding of the applications of analytics in people management.
2. Understand the building blocks to build HR Analytics capabilities.
3. Be able to lead and direct HR analytics efforts with clear problem definition and hypotheses.
4. Be able to interpret analytics outcomes and draw relevant insights.
5. Develop data storytelling capabilities to enhance communication effectiveness.

ABOUT YOUR COURSE TRAINER

Awie Foong, PhD

Co-Founder and Principal, FYT Consulting based in Singapore

- Highly experienced trainer, speaker and consultant in HR analytics, speaking regularly at HR management and analytics events
- Served as an Associate Director at Aon Hewitt Consulting's Talent and Rewards practice, as well as practitioner in global HR strategy at Abbott Laboratories
- Led the formation and establishment of the HR Strategy and People Analytics Centre of Excellence (COE) for a Fortune 200 multinational healthcare company with over 60,000 employees worldwide
- Expert areas include HR analytics, talent strategy, strategic workforce planning, employee engagement and talent development etc.
- Fluent in multiple languages including English, Mandarin, Malay and Cantonese



HR Masterclass Series is brought to you by *Human Resources*

www.hr-masterclass.net

Contact: Heather Ang | +65 6423 0329 | heathera@humanresourcesonline.net

PAST TESTIMONIALS OF THE COURSE TRAINER

If you are planning to become a HR data-driven organisation, this is the course to be inspired. Full marks for the trainer!" – **Head of HR Services, Boehringer Ingelheim**

"An extremely knowledgeable and hands-on trainer who gave deep insights from his wealth of experience." – **Regional HR Director, Emery Oleochemicals Malaysia**

"This course covered the key techniques to analyse data and tips on leveraging Excel to validate data and establish correlation." – **Senior Vice President, Government of Singapore Investment Corporation (GIC)**

"This course was well-structured and delivered by an effective trainer. Thumbs up!" – **HR Director, SingTel**

COMPANIES THAT HAVE BENEFITED FROM AWIE'S EXPERTISE

- Alstom Transport
- Axiata Group
- Boehringer Ingelheim
- Brother International
- Civil Service College, Singapore
- Continental Automotive
- Emery Oleochemicals Malaysia
- Federal Express
- Frasers Centrepoint
- Golden Screen Cinemas Sdn Bhd
- Government of Singapore Investment Corporation (GIC)
- Great Eastern Life Assurance
- Infineon Technologies
- Korn Ferry
- Nanyang Technological University
- NTUC Learning Hub
- Pos Malaysia
- Sembcorp Design and Construction
- Sime Darby Plantation
- Singapore Institute of Management
- Singapore Polytechnic
- Singapore Public Service
- SingTel
- SMRT Corporation

WHY YOU SHOULD ATTEND

Are you ready to become an analytics savvy HR professional and business partner? While some HR professionals and business partners may not require advanced statistical analysis skills, they need to be an effective user of HR analytics capable of harnessing the power of analytics to develop and implement HR strategy, and to improve people management practices.

This one-day workshop is designed to help HR professionals and business partners enhance their business partnering and problem-solving capabilities through data analytics.

Participants will learn how to identify and define HR problems, develop hypotheses to diagnose the problems, draw insights from the analyses and to tell a compelling data story to help the organization make informed decisions and improve people management.

WHO SHOULD ATTEND

1. HR leaders
2. HR business partners
3. HR functional leads
4. People managers

COURSE OUTLINE

TIME	AGENDA
8.45 am	Registration
9.00 am	<p>1. Introduction: HR Analytics Overview</p> <p>Companies around the world have apply analytics to improve operating efficiency, customer and employee satisfaction and various business outcomes. This segment provides a general introduction of the concept of analytics, including the general utilities of analytics, why analytics is important, what it takes to deliver value and the potential of analytics to empower HR professionals to inform, explain and guide decision making.</p> <p><i>Group discussion: How to build and sustain HR Analytics capabilities</i></p>
9.30 am	<p>2. Introducing Machine Learning & Predictive Analytics: Applications in Solving HR Problems</p> <p>Companies around the world have apply analytics to improve operating efficiency, customer and employee satisfaction and various business outcomes. This segment provides a general introduction of the concepts and applications of machine learning and predictive analytics in solving HR-related problems.</p> <p><i>Demo: Predicting Employee Turnover with Microsoft Azure Machine Learning Studio</i></p>
10.00 am	Break
10.30 am	<p>3. Turning HR Problems into Analysis Questions</p> <p>In this segment, we will walk the participants through six critical steps to turn data into insights with case examples from several organizations. The focus of this segment is to help the participants to identify and define the HR-related problems that they face at work. Participants will also learn to develop strategic measurement map to link business strategy to HR strategy and to define key HR metrics with the measurement map.</p> <p><i>Group exercise: Building an analysis framework: Problem definition & hypotheses development</i></p> <p><i>Group exercise: Developing a strategic measurement map to link business strategy to people strategy</i></p>
12.00 pm	Lunch
1.00 pm	<p>4. Connecting the Dots with a Compelling Data-Driven Story</p> <p>While rigorous analysis is important to turn data into insights, it is equally crucial to be able to connect the dots and effectively communicate the outcomes of the analyses. This segment focuses on the principles and building blocks for effective data storytelling. This is a session with multiple exercises to enable the delegates to design storyboard and communicate analysis results effectively.</p> <p><i>Group exercise: Connecting the dots to tell a data-driven story</i></p>
2.30 pm	Break
3.00 pm	<p>5. Interpreting Analyses Results and Dashboards to Uncover Insights, Address Business Challenges and Develop HR Strategy</p> <p>In this segment, delegates required to study the context of a business case, discuss issues or challenges faced by the organisation and develop a HR Strategy with recommendations to address the business issues. The participants will be given a set of completed analyses and dashboards for reference. Each group will take turns to present their analysis and findings. The exercise will be facilitated.</p>
5.00 pm	End

REGISTER NOW

HR Analytics for Effective People Management		
Location	Jakarta	Bangkok
Dates	29 October 2019	1 November 2019
Price Per Person	<p>Early Bird: USD 599 (on or before 25 September)</p> <p>Regular Price: USD 799 (after 25 September)</p> <p>Bundle Deal: Data Analytics Skills and Techniques For HR Analytics + HR Analytics For Effective People Management USD 900 (after 25 September)</p> <p>USD 1200 (after 25 September)</p>	
Contact Person for Registration and Group Discounts	<p>Heather Ang Regional Producer – HR Masterclass Series Tel: +65 6423 0329 Email: heathera@humanresourcesonline.net</p>	
Amendment / Cancellation Policy	<ol style="list-style-type: none"> 1. All bookings are final. 2. Should you be unable to attend, a substitute delegate is welcome at no extra charge. 3. HR Masterclass Series cannot provide any refunds for cancellations. 4. HR Masterclass Series reserves the rights to alter the programme without notice, including the substitution, amendment or cancellation of trainers and/or topics. 5. HR Masterclass Series is not responsible for any loss or damage as a result of a substitution, alteration, postponement or cancellation of the event. 	

ABOUT HR MASTERCLASS SERIES

As the training division of *Human Resources*, HR Masterclass Series takes a proactive role in organising a regional series of public and in-house training courses across Asia. Together with our conferences and awards shows, these courses form part of a complete suite of events specifically tailored for senior HR professionals.

Courses are conducted in a personalised and interactive workshop setting with practical case studies and exercises from our expert trainer. Delegates will take away global best practices, fresh ideas and customised solutions for implementation back in their organisations.

HR Masterclass Series is committed to being a trusted learning partner of HR practitioners throughout Asia.

Past HR Masterclass Series Delegates were from:

- ABB
- AEON Credit Service
- AirAsia
- Alliance Bank Malaysia
- Allianz Insurance
- AstraZeneca
- ASTRO Malaysia
- Bank Negara Malaysia
- Bumi Armada
- Canon
- CapitalLand
- Carrier International
- DHL
- DSO National Laboratories Singapore
- Ericsson
- FMC
- Fuji Xerox
- Fujitsu Asia
- Gamuda
- Gucci
- Hilton Hotels & Resorts
- Hong Kong Jockey Club
- International SOS
- Kantar Health
- Malaysia Airlines
- Malaysia Airports Holdings
- MasterCard
- Maxis Mobile
- McCann Erickson
- MediaCorp Singapore
- National Australia Bank
- NetApp
- NCS
- PETRONAS
- Prudential
- S P Setia
- Sands China
- Schneider Electric
- Sime Darby
- Singapore National Eye Centre
- Singapore Press Holdings
- SMCP Hong Kong
- SME Bank Malaysia
- StarHub
- Suntec Singapore
- Telekom Malaysia
- Tenaga Nasional Berhad
- The Walt Disney Company
- Tune Hotels
- United Overseas Bank (UOB)
- VADS Berhad
- Volvo
- WorleyParsons
- Yale-NUS College
- Yokogawa Engineering
- Zurich Insurance

HR Masterclass Series is brought to you by *Human Resources*

www.hr-masterclass.net

Contact: Heather Ang | +65 6423 0329 | heathera@humanresourcesonline.net