

Making People Count

A workshop on People Metrics and making them work for you



One Day Workshop – non-residential

Maximum participants – 16

Date – Ask for details of 2008 programme

Location – London

Fees - £690 + VAT

Today it is almost impossible to turn a page in an HR publication without encountering some reference to the measurement of human capital – key HR metrics; people scorecards; HR benchmarking; ROI calculations on people investments; Accounting for People; incorporation of human capital measures within new reporting obligations; and so on. HR Metrics must also form the bedrock for evaluation against contract requirements in any HR Shared Services outsourcing situation.

It is, then, an issue whose time has finally come, but:

- Are we, in HR, ready to lead the way on this, or will we concede leadership to our colleagues in Finance?
- Do we know what measures are relevant and which are not?
- Can we demonstrate a causal link between people contribution and business success?
- How can we get beyond the burden of post-event reporting to value adding predictive people planning?

So many people in HR are grappling with these issues and the path from theory to implementation (or reality) is not always clear. This workshop seeks to get to the bottom of these issues and identify strategies for optimising the contribution gained from people in the organisation by using human asset measures as the primary tool.

Aim

The overall aim of the workshop is to enable participants to appreciate the relevance of human asset metrics to business improvement and to equip them with the broad skills and knowledge to be able to make effective use of them in their organisational roles

Outcomes

At the end of this workshop, participants will have learned:

- where successful organisations are going with people measures and why
- some practical tools, tips, and advice for identifying measures appropriate for your organisation
- how to analyse and interpret people data
- how to demonstrate the causal link and correlation between people measures and business delivery
- how to create a people measurement culture and embed it in the organisation
- how HR measurement can help you to make the leap from being an HR “pair of hands” to a strategic business partner.

Who should attend?

This workshop is for HR Business Partners, senior HR practitioners and managers in other functions who have an interest in understanding the people impact on organisational performance.

Workshops Methodology

The format is one of full participation coupled with informed expert input. A case study exercise enables participants to test the theory. There will be practical advice on turning the theory into practical reality in your own organisation.

Workshop Leader

Rick Emslie is one of Europe's leading experts in human capital measurement. He was a founding partner of the HR Benchmarking consultancy, EP-First & Saratoga, and now leads Emslie Analytics.

Register now:

Write to events@emslieanalytics.eu

