



DATA PRACTICE EXPERTS

BIG STRATEGIC DATA PRACTICE
TALENT MANAGEMENT & ANALYTICS
DATA IMPLEMENTATION SOLUTION
STRATEGY INSIGHT TACTICS TARGETS
CHANGE VISION MODELLING
COMMUNICATION

DATA FUNCTION ACTION PROCESSES
RETURN METRICS GOALS
SUSTAINABLE WORKFORCE PLANNING
FUTURE INVESTMENT MARKETING CULTURE
SCALABLE TALENT TECHNOLOGY HR
PROCESS MANAGEMENT DATA STRATEGY GUIDELINES

Three overlapping, thick red arcs that curve from the bottom left towards the right side of the page, creating a sense of motion and depth.

Workshop Brochure

About 3n Strategy

The application of HR data in business decision making is changing the way organisations think. An increasing awareness of this, combined with constantly evolving technologies which capture and analyse data, means that the ability of an organisation to interpret and make data driven decisions, is now more important than ever.

3n Strategy works with businesses to do just this.

By helping to install a lasting and meaningful strategic data practice (SDP) that is relevant both in the short and long term, 3n strategy provides expert guidance on how organisations should invest in a practice which suits their corporate strategy and culture.



The 3n Strategy Workshops

3n Strategy's workshop series provides content driven training across all elements of a successfully operating analytics culture in HR. Whether by helping senior management to consider how to invest in analytics technology and processes, or by teaching specific skills to potential HR analysts, participants are able to make real data driven decisions.



Strategic Data Practice:

The strategic investment, into analytics related capabilities, processes and technology...



*...to ensure the continued and evolving use of data
in business decision making,
and the value derived from it,
in both short and long term timeframes.*



Audience

Senior Management, Project Managers, Process Owners

Duration

1 Day

Cost

£895 per delegate

Strategic Data Practice

It is possible to collect nearly any data on your employees, to create an infinite amount of metrics or KPIs, and to dissect and communicate outputs in just as many ways. Where do you start?

The **Strategic Data Practice** workshop provides clear and transparent guidance over what should be considered when investing in a robust analytics infrastructure. By highlighting what is possible with data, technology and the capabilities required to maximise both, this workshop addresses high level issues over where to invest in terms of fiscal and people resources, in the right time frames for your organisation.

By attending the Strategic Data Practice workshop, participants will gain:

- A clear understanding of the business case for workforce analytics
- The ability to understand how a workforce analytics strategy aligns with corporate strategy and company culture
- An understanding about how analytics maturity increases over time
- A clear understanding of what different workforce analytics infrastructures can deliver
- Clarity around the skills required for analytics success, and the roles and skills required in your organisation to achieve it

Audience

Project Managers, Process Owners, Analysts, Reporting Specialists

Duration

1 Day

Cost

£745 per delegate

Metrics Focus

Participants who attend the **Metrics Focus** workshop will be taught the basic components of all analytics methodologies: how to select, create and analyse simple pieces of data, and begin looking for insights and stories.

By attending the Metrics Focus workshop, participants will learn:

- What are measures, metrics and dimensions
- What are the standardised definitions for different metrics
- What different types of metrics exist around all aspects of the HR function and what they can be used to measure
- The basics of how to interpret different metrics, both independently and in relation to each other
- A basic understanding of statistical functions, such as means, medians and modes
- The relationship between metrics, KPIs and target setting
- Understanding data and data quality

Audience

Project Managers, Process Owners, Analysts, Reporting Specialists, Business Managers

Duration

2 Days

Cost

£1,095 per delegate

Analytics & Communication

By attending the **Analytics and Communication** workshop, participants will learn not only how to approach analytics investigations, but also how to communicate insights in a way that the business can react to and make decisions from. By developing and using analytics techniques and reporting options, participants who wish to implement or build analytics skills in their organisation should attend this workshop.

By attending the Analytics and Communication workshop, participants will learn:

- How to structure analytics investigations, using a variety of techniques including root cause analytics, hypothesis testing and regression analysis to identify trends and stories within the data
- How to use analytics to create a storyboard, tying metrics together in a way which makes sense for the business
- How to communicate findings, including reports, scorecards, executive portals and dashboards
- How to translate analytics insights into meaningful business actions
- How to use metrics differently to support strategic and operational decision making
- About best practice approaches to benchmarking
- How to use metrics to forecast the impact of HR in future business scenarios

Audience

Project Managers, Analysts, Workforce Planning Specialists

Duration

1 Day

Cost

£745 per delegate

Strategic Workforce Planning

Participants who attend the **Strategic Workforce Planning (SWP)** workshop will finish the day with the understanding of how to apply the process in their own organisations. This workshop covers all aspects of a robust and iterative SWP process, beginning with the foundations and alignment to business strategy to the creation of HR strategies based on the forecasting of future workforce requirements.

By attending the Strategic Workforce Planning workshop, participants will learn:

- How a robust, iterative strategic workforce planning process enables HR strategy to deliver against the business' medium and long term strategies
- How to fully carry out all elements of the SWP process, beginning with the foundational work, and understand which workforce segments to focus on
- How to run and facilitate the forecasting of future permutations of workforce requirements, using qualitative and quantitative analysis techniques
- How to evaluate and prioritise risks and opportunities in the workforce, and devise HR strategies accordingly, in the context of investment and effectiveness
- How the use of data strengthens a strategic workforce planning process, and matures over time
- How a strategic workforce planning process is an iterative, evolving process, which is re-addressed and adjusted every year

Bespoke Workshops

3n Strategy is also able to provide bespoke training and support around the use of analytics across all areas of talent management and general HR, usually focused on, but not exclusive to the list below:

- Compensation and Benefits
- Equality and Diversity
- Learning and Development
- Mobility and Career Pathing
- Organisational Restructuring and Design
- Performance
- Recruitment
- Social Media Interactions
- Succession Management

Bespoke workshops allow the use of “real” workforce data and technology specific to an organisation in the exercises throughout the training, if preferred.

More information available on request.

Workshop Enquiries & Bookings

3n Strategy runs workshops throughout the year, and offers a variety of deals based on dates and group size. To find out about workshop dates, locations and whether a group discount may apply, or with any other questions, please email info@3nstrategy.com





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www.3nstrategy.com