



SYLLABUS

Building a People Analytics Strategy

Online Training Course

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INNOVATE HR

An overview

of what you can expect from this course

Be a People Analytics frontrunner

There is no denying the value of People Analytics. However, defining, creating and executing an HR Analytics strategy can be extremely challenging. In this online HR course, you will learn how to do exactly that, paving the way for improved business outcomes.

This online training will teach you how to be a People Analytics frontrunner in your organization. With your new knowledge and skills, you will be able to create a people analytics strategy from scratch and implement it within your organization, enabling the company to capitalize on the opportunities afforded by data-driven HR.

	Type	Online self-paced learning
	Language	English (with English & Spanish captions)
	Duration	9 hours
	Access	12 months
	Structure	3 modules
	Testing	Quizzes
	Digital certificate upon completion (including LI token)	
	Eligible for HRCI & SHRM credits	
	Reading materials & bonus content	
	60-day money back guarantee	

Curriculum overview

Practical. Comprehensive. Game changing.

Learning objectives



People Analytics strategy

Learn how to successfully develop and implement a value-adding People Analytics strategy.



HR Analytics challenges

Find out how to identify and prioritize people-related challenges, and how to solve common workforce issues.



Strategic Workforce Planning

Understand how Strategic Workforce Planning can be integrated with your People Analytics strategy.



Identify development opportunities

Learn how to segment your employees to identify key job role development opportunities.



MODULE 1

Defining People Analytics



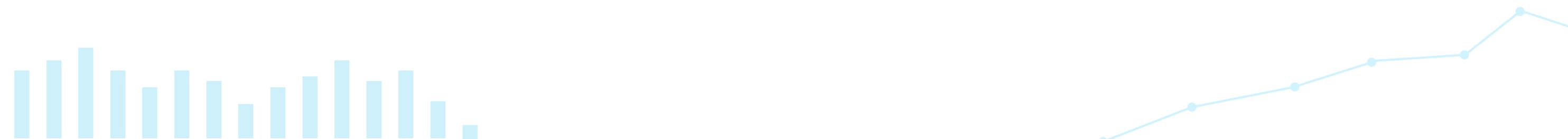
MODULE 2

Building a People Analytics Strategy



MODULE 3

The Execution of a People Analytics Strategy



MODULE 1

Defining People Analytics

You will start by understanding the context of people analytics: the definition, the different stages of maturity, and the scope. Later in this module, you will study the various challenges you may face in people analytics.

- **Lessons**
 - The Context of People Analytics
 - Barriers to Progression
- **Resources and reading materials**
- **Bonus - People Analytics at Google**
- **Quiz**

MODULE 2

Building a People Analytics Strategy

It's time to learn about more practical matters. In this module, you will learn about the core people analytics frameworks and considerations, and dive into Strategic Workforce Planning. You will also study some cases on employee segmentation, agile working, graduate schemes, the impact of diversity, and more.

- **Lessons**
 - Core Frameworks and Considerations
 - Business Strategy & Strategic Workforce Planning
 - Enhancing Your People Analytics Strategy
 - People Programs & Initiatives
 - Segmenting Audiences & Employees
- **Resources and reading materials**
- **Bonus - People Analytics is Mission Critical to a Firm's Success**
- **Quiz**

MODULE 3

The Execution of a People Analytics Strategy

In this module, you will learn how to put your people analytics strategy into practice. Each lesson focuses on a different domain where your strategy can make a real impact. From finding the root cause of a workforce issue to calculating the ROI of L&, you will see where you can enact change to improve business outcomes.

- **Lessons**

- Workforce Contribution to Business Success
- Retention Analysis
- Measuring the Effectiveness of Recruitment
- Optimizing the ROI of HR Programs
- People Metrics & Business Metrics

- **Resources and reading materials**

- **Bonus - Science Meets HR**

- **Quiz**



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