



Master Class on HR Metrics & Analytics

Introduction:

The rise in attention and effort being placed on HR Metrics and the analysis and use of the data this produces has increased rapidly in recent years.

As companies vie for competitive advantage the collection of human capital data, the analysis and interpretation of that data and the advice that can follow from the analysis is increasingly seen to play a part in achieving that advantage.

A relatively new approach and service to the business from HR, more and more best practices are emerging that, when implemented effectively progress HR's contribution to business success and its place at "the table"

This programme aims to provide a base understanding of Human Capital metrics, key analysis to undertake and, most impactively, how to offer insights that will shape business strategic intentions and success.

The programme is based on real experiences and highlights best practices that have emerged through the growth and implementation of this now key collection of services.

OVERALL OBJECTIVES:

On completion of the programme, participants will:

- Have defined what HR metrics are and be able to identify key metrics to track for their business.
- Be capable of analyzing base HR metric data for trends and potential impact on strategic business intentions.
- Be comfortable to produce a suitable HR metric and trend dashboard with suitable recommendations form their analysis.
- Influence business leaders as to the value of HR metric collection and analysis and promote it as a mainstream business strategy tool.

METHODOLOGY:

The programme is conducted live online using a variety of learning methods so that participants have a varied and interesting learning experience.



It is conducted from a very hands on perspective and all aspects of the programme content are delivered with a view to their practical use on return to work.

Inputs, exercises, discussions, case studies and known best practices form the back bone of the participants daily experiences.

Substantial focus is placed on learning transfer post the event to impact business progress and success.

Features of the Program:

- **Duration:** 6 hours
- **Date:** 18 & 19 September
- **Time:** 6 pm to 9 pm BST [each day]/ 3-6 pm GMT
- **Mode of Delivery:** Online LIVE via zoom
- **Interaction:** Yes, interactive session
- **Exercise:** Yes there will be exercise to do
- **Certificate:** Yes, Electronic Certificate will be issued
- **Material:** Delegate will receive electronic workbook for the program

Endorsement/ Recognition by International Body:

This Program is recognized by Human Resource Institute – USA & Society for Human Resource Professionals – USA for recertification credit for their Certification Program

“This program is valid for 6 PDCs for the SHRM-CP® or SHRM-SCP®.”
The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI) ® criteria for recertification credit pre-approval.”



This program is also endorsed by International Professional Accreditation Council – Singapore [www.ipacglobal.org]

Trainer’s Profile:



Joel Farnworth MAML, Chartered Fellow CIPD. EGTF. Managing Partner, Kasemsri Farnworth & Associates.

Based in Bangkok, KF&A deliver a range of Strategy, Leadership and Advanced HR Services to clients in the Asia Pacific and MENA regions.



Currently the Managing Partner, Joel previously enjoyed a 22 year international HR career with HSBC, predominantly in Asia and including roles such as:

- Global Head of Talent, Learning and ODD
- Head of HR for Thailand, India and MENA
- Asia Pacific Training Adviser
- He has worked in 38 countries with 50+ nationalities.

In both his permanent and consulting roles he has significant time in, and experience of, working with CEOs and Top Teams developing regional and local HR resources to deliver impactful services to international standards. Predominant focus on improving services that impact sustaining competitive advantage and business success – Strategic Advice, Performance, Rewards, Talent and ODD management. Emphasis also on the creation of appropriate key metrics to track progress and identify/action further improvement steps required.

Essentially an agent and facilitator of change with an eye always on the output and impact of proposed and implemented improvements. Aided by his significant international and multi-cultural exposure, this has made him a sought after consultant and adviser across the Asia region and beyond.

On the Leadership and Strategy front his multi industry and geographic experience, combined with constantly updated research, has given him a proven approach to the development of today's and next generation leaders. Whether as a guest speaker or coaching 1:1 his incisive views of effective leadership and his counsel as to how this can be achieved continue to be requested from new and repeat clients alike.

In addition to his MA in Management Learning, he holds Chartered Fellow status with CIPD and has had the benefit of significant personal development at such institutions as Michigan Business School and Roffey Park. He is accredited in the use of a number of assessment and development tools including De Bono's Six Thinking Hats, OPQ, PAPI and Myers-Briggs.