
The HR Leader's Role in Creating and Implementing Effective HR Metrics and Analytics

Description:

The best Human Resources (HR) teams today are implementing HR/workforce/talent metrics and analytics to analyze and measure employee trends and to predict future behavior that help organizations become more efficient and successful. Many agree that HR teams must utilize more data-driven approaches to guiding their organizations towards future success. In the recent past, HR has moved from a reactive, transactional discipline to a more proactive, strategic discipline. How do you go about creating and executing a comprehensive approach to this topic? In this session, we'll review and discuss proven models and methods for building this important human resource competence.

Do you want to proactively provide your leaders with data and analysis that help drive business success?

Increase your internal credibility by moving away from "gut feeling" and move towards factual data?

Understand the options, actual analytics, and the methods to create analytics that are best suited for your business?

Then, this learning program is for you.

Learn HR analytics that added value to firms such as IBM and Cisco Systems from **Michael Messier.**

Facilitator/Discussion Leader Bio:



Michael Messier

For more than thirty years, Michael has built and led progressive, global human resources teams with companies such as Starent Networks/Cisco Systems, IBM/Rational Software, Monster Worldwide, and Progress Software.

Michael Messier Bio (continued)

These teams have been instrumental in accelerating the growth of technology-based, public and private U.S.-based companies several of which have led to multi-billion dollar acquisitions by firms such as IBM and Cisco Systems. He has operated and contributed at the highest level of these organizations as an Executive Vice President and C-level executive while influencing respective Boards of Directors.

He was formerly the Executive Vice President and Chief Human Resources Officer at Excelitas Technologies, a privately held, \$850M global leader in photonics with over 6,500 employees. At Excelitas, he was responsible for creating the company's global human resources strategy and leading HR and business initiatives that attract, engage, retain and develop a strong global team that enables the company to achieve its growth objectives. He also led the corporate marketing, legal and compliance areas at different stages of his Excelitas tenure, leading the company to almost triple its growth in a span of nearly 8 years.

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Michael is the Founder and Principal of Blue Maple Advisors, a business and human resources advisory services firm. Michael holds an MBA from Rivier University and a BS in HR Management from the University of Massachusetts, Dartmouth. He is a member of the advisory board for CultureHQ, a Certified Compensation Professional (CCP), and a Certified 360 Assessment Facilitator from the Center for Creative Leadership.

Learning Objectives:

This session is designed to equip participants to:

- develop a deep understanding of various HR analytics being used today
- understand how to determine which analytics are best suited for your company
- create the right measurements and systems to reliably capture the needed data
- determine the most effective way to display and report the data to the right audience
- learn how to interpret the results of the analytics and tie them to the results of the business for maximum impact

Language: English

Target Group: HR Team Leaders, HR Training Coordinators, HR Directors

Location: Lincoln Center Blloku **Date:** April 2, 9am-4:30pm **Price:** 160 Euro

Early Bird Special: Register by March 11 and pay only 145 Euro