



# HUMAN CAPITAL ASSOCIATES

(SKILLS & ORGANIZATION DEVELOPMENT CONSULTANTS)

## HR ANALYTICS: CONCEPTS AND TOOLS FOR EFFECTIVE DECISION MAKING WORKSHOP

October 8 - 12, 2018, Lagos & Port Harcourt

October 15 - 19, 2018, Abuja

Also Available For In-plant Training

**Note:** You can register or download our 2018 calendar online @ [www.humancapitalassociatesng.com](http://www.humancapitalassociatesng.com)

### Program Overview:

HR analytics is the application of math, statistics and modeling to worker-related data to see and predict patterns. HR analytics and talent analytics, is analysis used to make better decisions about all aspects of HR strategy with the goal of improving business performance

### FOR WHOM:

Human Resources professionals or those who are about to start a career in Human Resources. The program is also beneficial for experienced officers and managers in Human Resources who wish to update their knowledge and skills about the latest techniques in the various Human Resources functions.

### LEARNING OBJECTIVES:

At the end of this program, participants will be able to:

- §Provide a thorough understanding of modern Talent/HR analytics.
- §Leverage HR data to make more insightful business decisions.
- §Apply basic forecasting tools.
- §Transform HR into a strategic function.
- Optimize and synchronize the delivery of HR services.

### LEARNING OBJECTIVES:

- §Shift the attention of HR managers and practitioners from just 'running' or 'managing' their HR departments to that of 'predictive management' using the modern tools of talent/HR analytics.
- §Apply processes of modern Human Capital management to take HR to new levels of sophistication and integration.
- Get acquainted with best practice examples of organizations using talent/HR analytics

### COURSE CONTENT

#### Day One: Introduction to HR Analytics

- §The Meaning and Power of Analytics, §Big Data and HR
- §The Purpose and Uses of HR Analytics
- §Needed Skills and Common Pitfalls to Avoid – The Analytical Leader
- §Trend and Regression Analysis

#### Day Two: Managing Tomorrow, Today

- §The Language of Metrics and Analytics, §The Evolution of Data Analysis
- §Moving from Prescriptive to Predictive Analytics,
- §Lagging and Leading Indicators
- §What we Know about Tomorrow,
- §The Future of Talent/HR Analytics

#### Day Three: Human Capital Management Model for Managing Tomorrow, Today

- §The Four Processes of Predictive Modern Human Capital
- §Scanning the Market and Managing the Risk, §Turning Data into Business Intelligence, §Avoiding Common Metrics Mistakes, §The Levels of Metrics
- §Applying Metrics and Analytics to Make a Difference

#### Day Four: Big Data Applications in HR

- §Using Predictive Analysis to Attack Long-Term Turnover and Productivity Problems
- §Using Predictive Analysis to Improve Staffing and Retention
- §Exploring Data that Indicates How Leading Companies Retain Core Talent in Critical Functions

§Exploring the Impact of Education Level of Employees in Core Functions on a Business' Market Performance

#### Day Five: Examples of Organizations Using Talent/HR Analytics

- §Employee Engagement,
- §Sales,
- §Employee Absenteeism
- §Retention, , §Incentives,
- §Leadership

### RESOURCE PERSONS

**JEGEDE DOTUN MOSES** - PhD Global Learning & Development and Masters of Art in Human Resource Mgt. Dr. Dotun was formerly the MD/CEO of NUGI Engineering Ltd (a major Shell's Contractor). Dr. Dotun is a specialist in Human Resource Mgt. His work experience spans the Manufacturing, Service and oil & Gas sectors of the Nigeria economy, where he worked as Human Capital Advisor to some notable organizations including The Nigerian Bar Association before venturing into consultancy. Dr. Dotun will be joined by other notable HR professionals to bring their experiences to bear on this program.

### WORKSHOP FEE:

**N150,000 per participant, VAT N7,500.**

**Note: this covers Workshop Fee, Full Break fast, Lunch, course materials and certificate of attendance.**

**Payment should be made in favour of Human Capital Associates.**

**Payment can equally be made into our Accounts:**

**Account Name : Human Capital Associates**

**Keystone Bank Ltd. Account No:1005378262**

### LOCATIONS

- 1 - HCA Learning Centre.**  
**Acme House 2<sup>nd</sup> Floor,**  
**23, Acme Road, Ogba, Ikeja, Lagos**  
**October 8 - 12, 2018**
- 2 - MAAS Central Hotel, Port Harcourt**  
**October 8 - 12, 2018**
- 3 - Royal Tropicana Hotel, Abuja**  
**October 15 - 19, 2018**
- Open Course Fee:N150,000**  
**In-plant Fee Negotiable**

### FOR BOOKING/INQUIRIES:

Please Contact:

- Office Lines: 0814-574-5664
- 0811-749-1970
- Otunba 0806-622-3343
- Philip 0802-917-0491
- 0806-893-3608
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*Note: Human Capital Associates reserves the right to alter dates, content, venue and trainer.*

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**Note:** Please confirm participation in writing or call Human Capital Associates lines for reservation.

Program commences 9:00a.m.each day with Breakfast

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