



Human Capital Analytics

Assessing Your Capabilities and
Building a Successful Strategy





Spring Analytics Capability

Every organization is in a different stage of development. Some are just starting to get a handle on their data, while others are at the cutting edge of predictive analytics. Spring's strategic approach to advanced analytics is one of its key differentiators and can take organizations from reactive data dumping to advanced predictive analytics.

The analytics journey can start anywhere from assessing your current data streams and reanalyzing data, to enhancing HR information systems, to identifying key drivers of engagement or intent to leave, to tying employee engagement data with operational and financial metrics.

Regardless of where your organization begins its analytics journey, our team takes an in-depth approach to understanding employee attitudes and the context in which they exist in order to predict behaviors and outcomes. Frequently, Spring's advanced analyses are used by clients to approach strategic decision making, program development, scenario planning, and communications efforts in new ways to maximize the return on investment.

Take a look at our model for building your people analytics capabilities and call us to help you on your journey 610 834 7600 or email info@springitl.com



Building A Human Capital Analytics Team

ALIGN WITH BUSINESS

Understand your organization, identify and focus on key business priorities and decisions that need data.

EVALUATE DATA

Determine what data exists, assess the quality and establish network of data owners/stakeholders.

SHARE INSIGHTS

Visualization of data, story telling, ROI conversion and executive delivery to stakeholders.

ESTABLISH BUY IN

Conduct working session with key data owners and stakeholders to define potential plan, priorities and pilot.

INTEGRATION

Conduct initial models, follow blueprint – priority analysis, data cleaning, modeling, reporting.

CREATE HCA STRATEGY

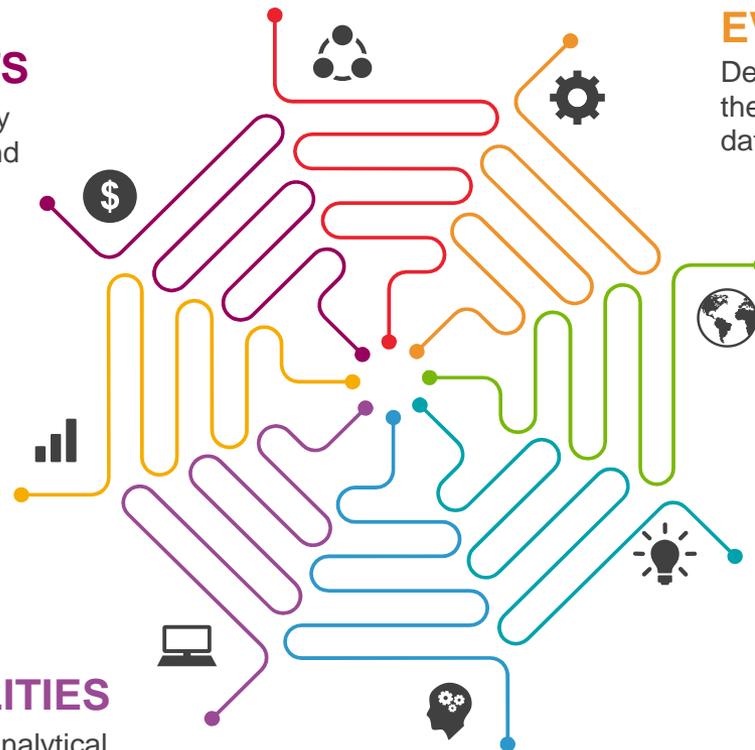
Formalize HCA strategy in alignment with business priorities and HR strategy.

BUILD CAPABILITIES

Hire, train or outsource analytical capabilities. Utilize existing or upgrade technologies. Establish guardrails and alignment between team, data requests and business goals.

ASSESS CAPABILITIES

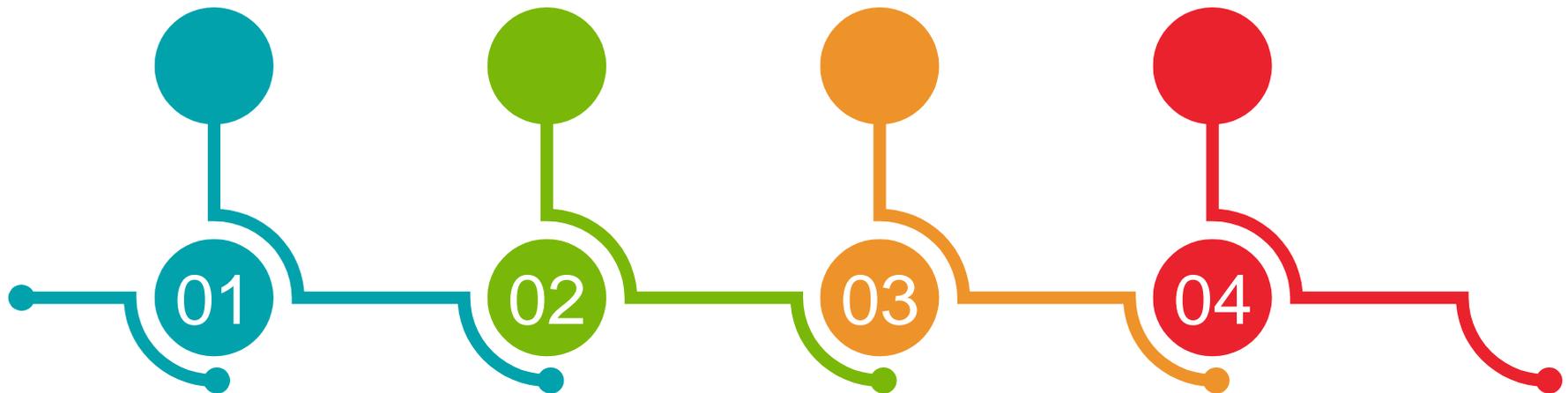
Explore existing capabilities within the organization, across levels and functions (outside of HR).



Who Should Be On The Team

Spring can help you build your Human Capital Analytics capability

We believe a strong HCA team has multi-disciplinary skills



Change Agent

- Team leadership
- Project management
- Cross department collaboration
- Business strategy
- Interpreter

Workforce Behavior Expert

- I/O Psychologist
- Survey development and review
- Methodologist

Workforce Scientist

- Data analysis
- Statistics
- Data design & visualization
- HR or social science background

Data Architect

- Data extraction, transformation, data cleaning
- Data integration
- Data infrastructure
- IT / Database background