



Local Authority HR
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**How a focus on data helps
achieve your people strategy**

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The HR Learning



UCC

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5500
Jobs
Will
Go
In
Next
24
Months...

The (\$1 Billion) Transformation 2009-2011



Today's HR Landscape – War for Talent 2.0



Removing the Fear – People Analytics 101

The discovery, interpretation & communication of meaningful patterns in people-related data. Predictive... predict!

Need for E2E Approach: Talent Management

- **Attraction**
- **Management**
- **Development**
- **Engagement**
- **Retention**

How a Focus on Data Helps Achieve Your HR Strategy

...a one-point shift in the quality of management practices had the same impact on productivity as a 25% increase in labour employed and a 65% increase in capital investment...

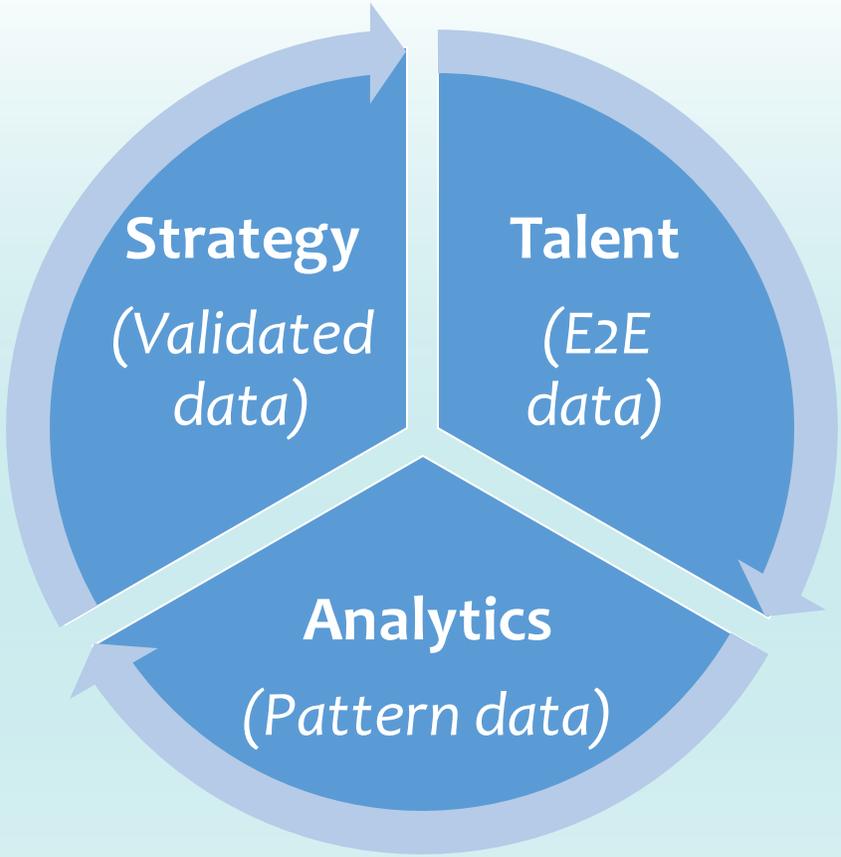
(London Centre for Economic Performance & Productivity and McKinsey, 2007)

...a one-point positive shift in the satisfaction ratings of employees was associated with a +8% higher market valuation and +52% higher profitability... **(University of Kansas, 2015)**

... 6 in 10 Ireland/UK professionals (57%) report that they have access to people data, compared to 4 in 10 US respondents (41%)... however, just 17% of Ireland/UK professionals use this data on a daily basis, the lowest of all the regions in the survey...

(CIPD Survey, People Analytics: Driving Business Performance With People Data, Oct 2018)

Joining HRM Dots – The What, Who & How



FoW – Automation, Gig Economy & Longevity



Deeper human management of work/life will be required, the power of data also in joining complex HRM dots.

**Our prime purpose in this life is
to help others.**

**And if you can't help them,
at least don't hurt them.**

- Dalai Lama XIV

Thank You

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