



Strategic Workforce Intelligence

The Evolution of People Analytics & Strategic Planning

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30% of the Jobs in this Room might not Exist in 10 years...

Would your Company be Prepared?

01

44% of workers' skills will be disrupted by 2027, requiring reskilling for 60%

World Economic Forum

02

AI is expected to automate 30% of work tasks by 2030

Gallup.com

65-70%

of Highly Skilled Professionals* Emigrating from the Caribbean region to the US & Europe

*Undergraduate & Postgraduate Degree Holders



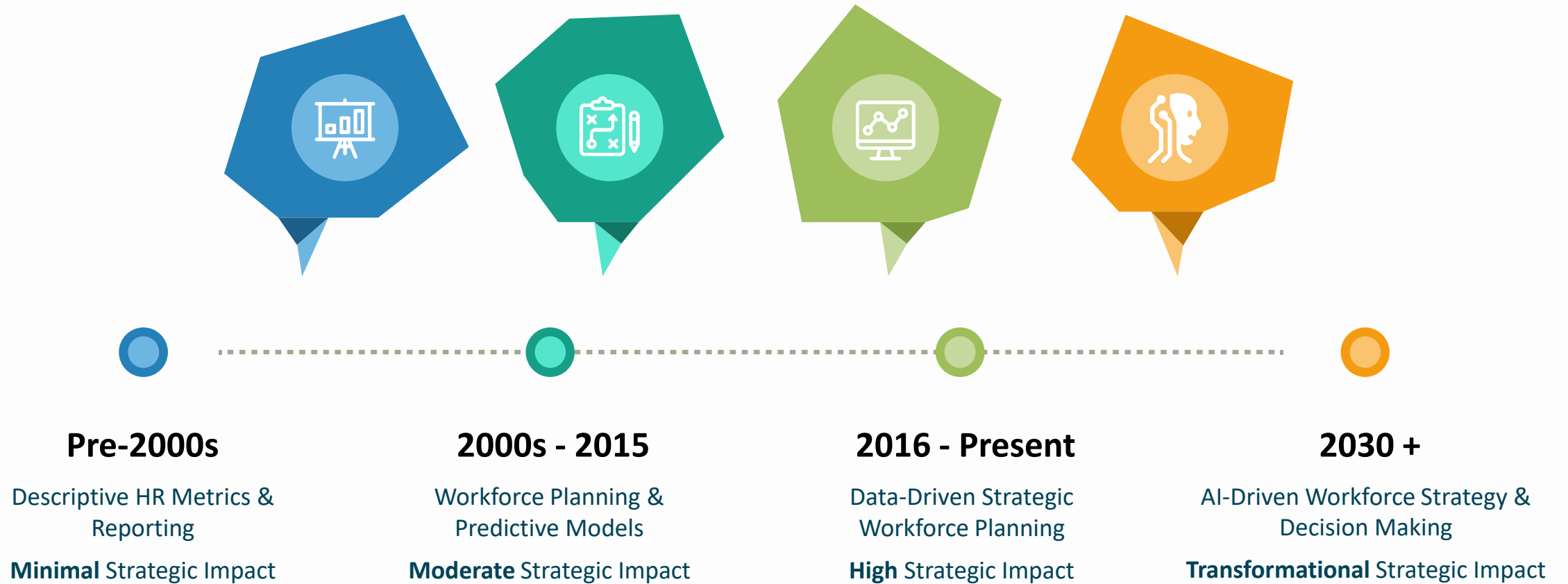
36%

Average Population decline across major Caribbean Territories

Guyana Times

The Evolution of People Analytics

From HR Metrics to AI-Driven Strategy



Strategic Planning

The Foundation of Synergy

Culture

Organizational values and behaviors
that support strategic goals



Leadership

Leaders championing and adapting to
change while guiding the workforce

Strategic Planning is the process of defining an organization's direction and making decisions on allocating resources to pursue this strategy

Technology

Digital tools enabling execution and
agility in strategic initiatives

Strategic Planning with People Analytics

Data-Driven Synergy

Culture

Organizational values and behaviors that support strategic goals

Measuring employee engagement, sentiment, and alignment with strategic goals



Leadership

Leaders championing and adapting to change while guiding the workforce

Enabling evidence-based decision-making, improving workforce planning and organizational effectiveness

Strategic Planning is the process of defining an organization's direction and making decisions on allocating resources to pursue this strategy

Technology

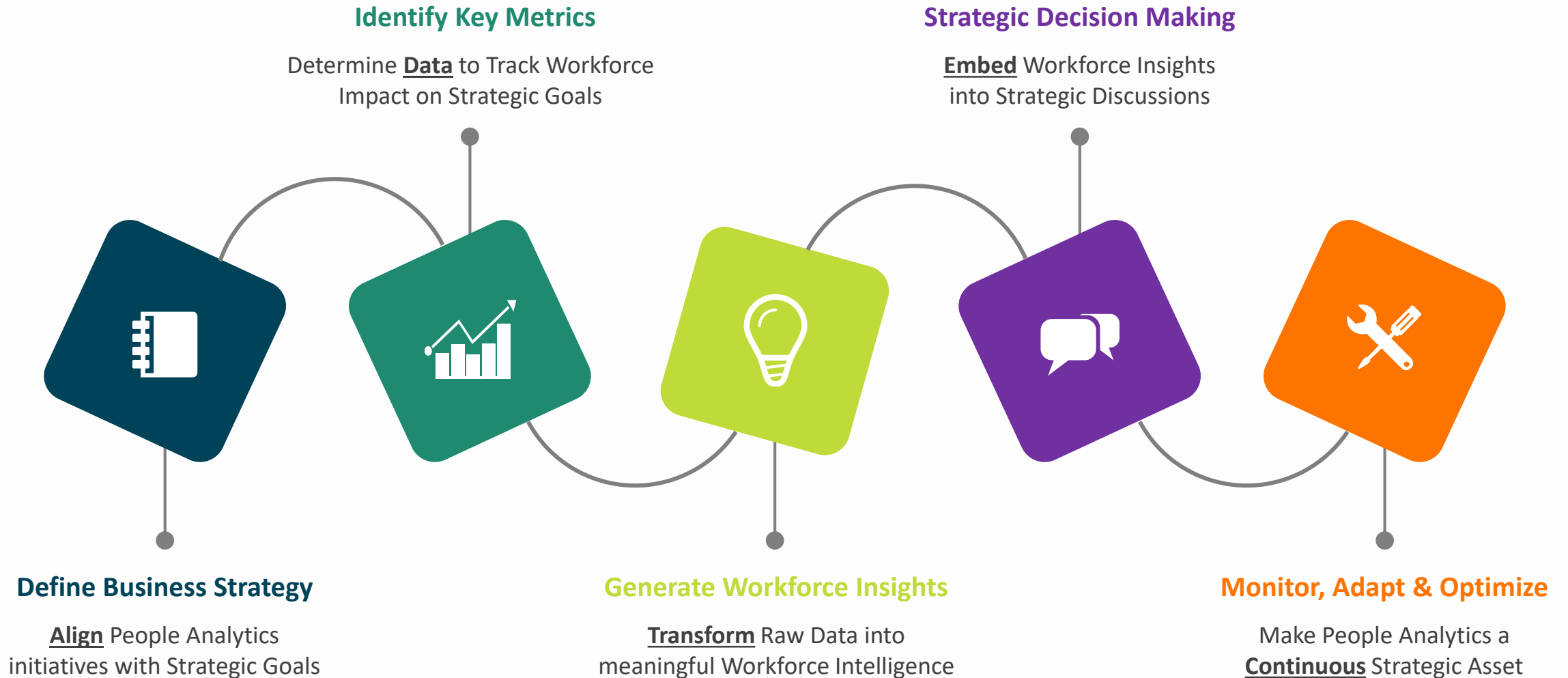
Digital tools enabling execution and agility in strategic initiatives

HR tech, AI, and data visualization providing real-time workforce Insights

People Analytics transforms workforce data into actionable insights, bridging the gap between business strategy & people decisions

The Data-Driven Strategy Framework

Integrating People Analytics with Strategic Planning



Defining Business Strategy

Aligning People Analytics initiatives with Strategic Goals

Ensuring that People Analytics efforts directly support business objectives such as revenue growth, market expansion, workforce transformation, or innovation

Key Considerations

Strategic Priorities: What business challenges can People Analytics address?

Workforce Alignment: How does talent strategy impact business outcomes?

Stakeholder Collaboration: Which executives and teams must be engaged?



Identifying Key Metrics

Determining Data to Track Workforce Impact on Strategic Goals

Selecting meaningful workforce KPIs that measure the success of business strategies

Key Considerations

Workforce KPIs: What indicators show workforce alignment with business goals?

Data Sources: HRIS, productivity tools, financial systems, and external benchmarks

Trend Analysis: How do workforce patterns correlate with business outcomes?



Generating Workforce Insights

Transforming Raw Data into Meaningful Workforce Intelligence

Turning workforce data into actionable insights through analytics techniques

Key Considerations

Analytics Techniques: Descriptive (what happened?), Predictive (what will happen?), Prescriptive (what should we do?)

Data Segmentation: By department, role, tenure, or location

Storytelling: Making insights clear and compelling for decision-makers



Strategic Decision Making

Embedding Workforce Insights into Strategic Discussions

Ensuring that workforce analytics insights inform high-level decision-making

Key Considerations

Scenario Planning: Testing different workforce strategies against business objectives.

Data-Driven Policies: Using analytics to refine hiring, retention, and workforce development plans

Executive Engagement: Presenting workforce intelligence in leadership meetings



Monitoring, Adapting & Optimizing

Making People Analytics a Continuous Strategic Asset

Creating a feedback loop where workforce analytics continuously informs strategy

Key Considerations

Real-Time Monitoring: Using dashboards for ongoing workforce tracking

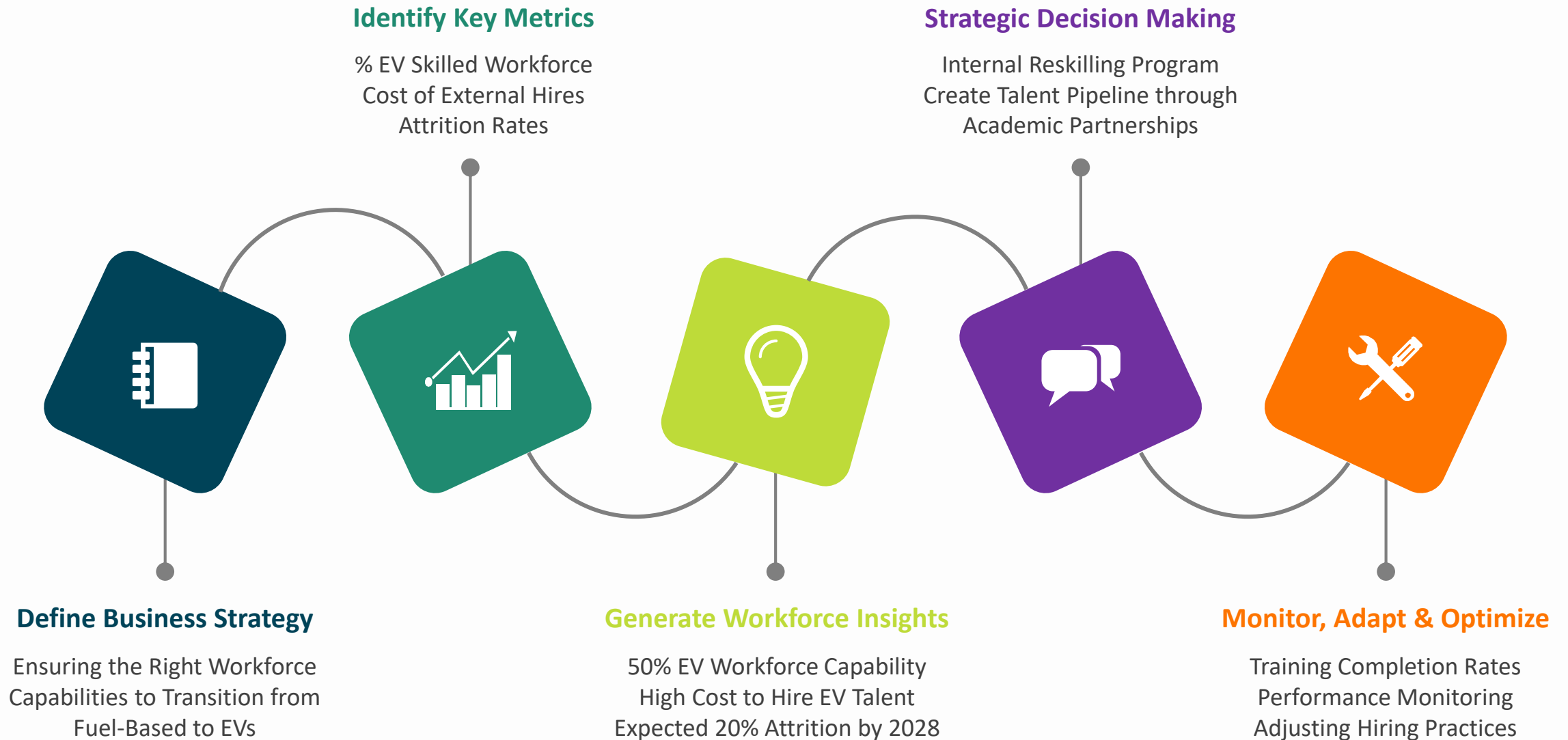
Adaptability: Adjusting workforce plans based on new data and market shifts

Employee Feedback Integration: Incorporating sentiment analysis and engagement surveys



The Data-Driven Strategy Framework

Car Manufacturer Investing in Electric Vehicle (EV) Production



The Data-Driven Strategy Framework

Financial Services Firm adopting AI-Driven Automation



Moving Forward

Driving Business Success with People Analytics



Key Initiatives

Start with one Key Analytics Initiative, e.g. Turnover Reduction



Team Development

Invest in training to improve data appreciation in HR Teams [Champion the Cause]



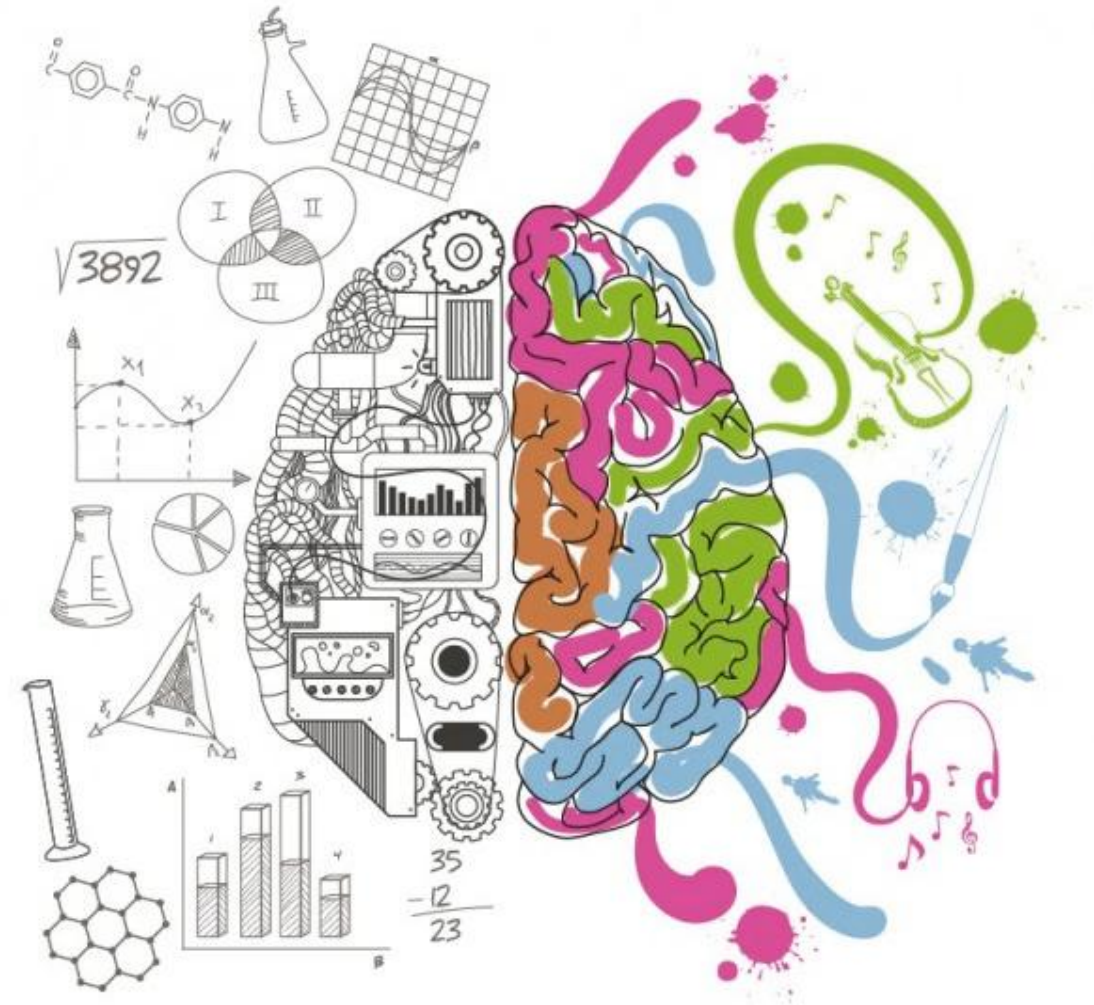
Influence Collaboration

Collaborate with business leaders to ensure alignment and sustainability

HR's role is no longer just administrative, it is strategic
People Analytics is your key to that transformation

Thank You

Questions or Comments are Welcome.



Kerron Ramganesh