

HR Analytics - insights for better business decisions

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CRF Paris

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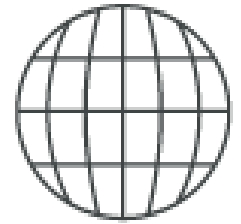




What science can do



AZ: Global dimensions (full year 2016)



\$23bn
Total Revenue

\$21.3bn
Product Sales

\$1.7bn
Externalisation
Revenue

\$5.9bn invested in
R&D with research
across **5** countries

120 projects in
clinical development
and **12 NMEs** in
late-stage
development

11 NME approvals
in 2016 – and 29
since 2014

59,700 employees

More than **600**
collaborations and
partnerships
globally

Manufacturing in
18 countries



Pushing the boundaries of science to deliver long-term goals



Three strategic priorities

1

**Achieve
scientific
leadership**

2

**Return
to growth**

3

**Be a great
place to work**



**Delivering our Bold
Ambition begins and ends
with people**



Delivering our Bold Ambition through people

The AZ People Strategy



AZ HR Analytics – our goal

We provide HR and the business with *analysis and insights* about our workforce to enable *better business decisions*



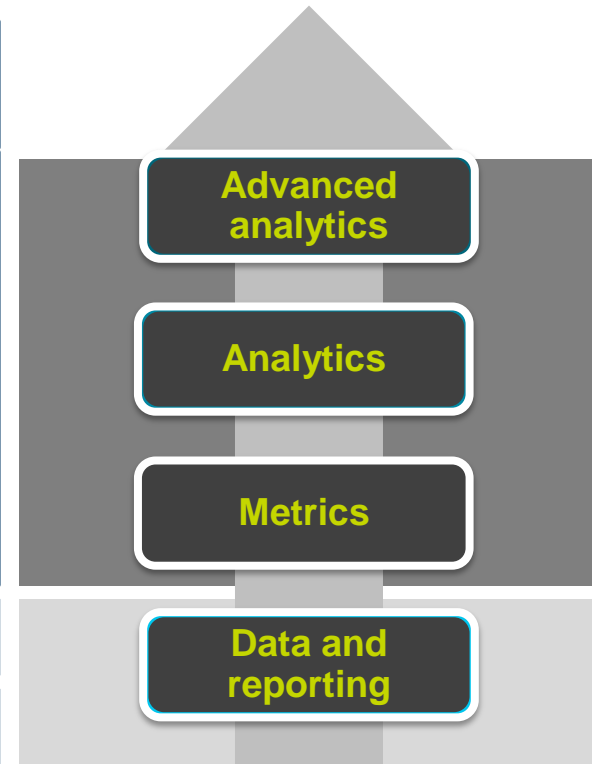
Enabling better business decisions

How do we do this?

- ✓ Describe trends - **dashboards & storyboards**
- ✓ **In-depth research** on key projects
- ✓ **Analytical & predictive models**
- ✓ Support **workforce planning & talent processes**
- ✓ Build **HR's capability**

Global HR Centre - Reporting

Self-Service



Increase knowledge about our workforce – internally & externally



AZ Human Capital Fact Base Q2 2017

HR Strategy, Planning & Analytics



Sustainability Update 2016 Summary

Securing our future:
Our sustainability journey



Understand & mitigate business risk



AZ Workforce Healthcheck - Q2 2017

HR Strategy, Planning & Analytics

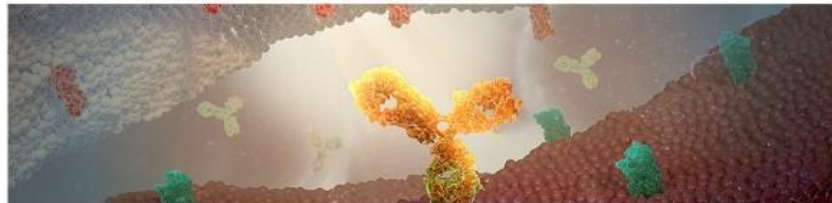
Quarterly Attrition Report – Q2 2017 Voluntary Employee Turnover

HR Strategy, Planning & Analytics



Employee Resignations Exploratory analysis and predictive modelling

Strictly Confidential
September 2017



Track progress with the People Strategy



People Strategy Performance Dashboard

Achieving our bold ambition through people

Analysis of KPIs

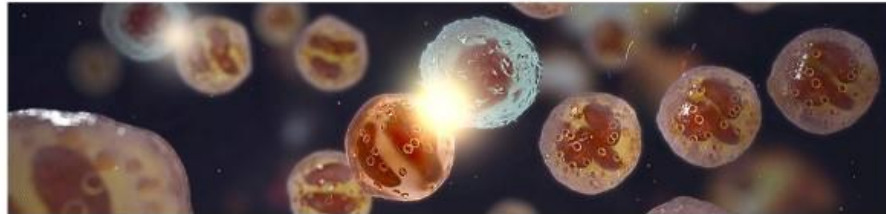


Employer Brand Performance Dashboard

Bringing our brand and values to life to attract the best talent

HR Strategy, Planning & Analytics

Strictly Confidential
October 2017



Deliver insights for critical business priorities



Workforce structure and employee cost analysis

HR Analytics

Strictly Confidential
1st September 2017
Using 309 - June 2017 data



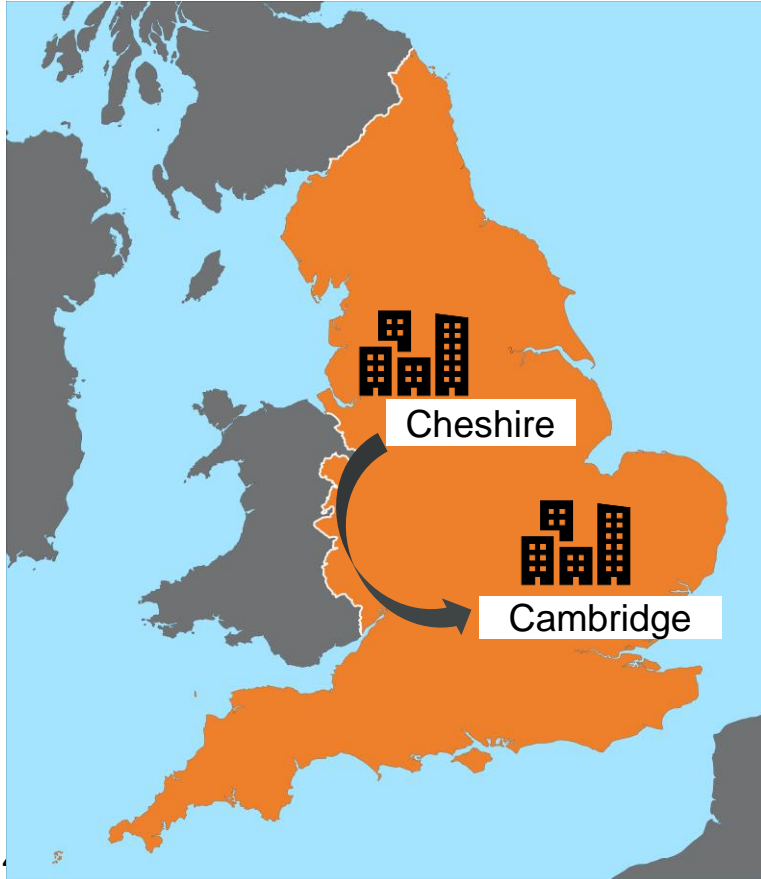
Workforce Planning

Output Template

v.1 July 2016



Using HR analytics to add rigour to strategic decisions



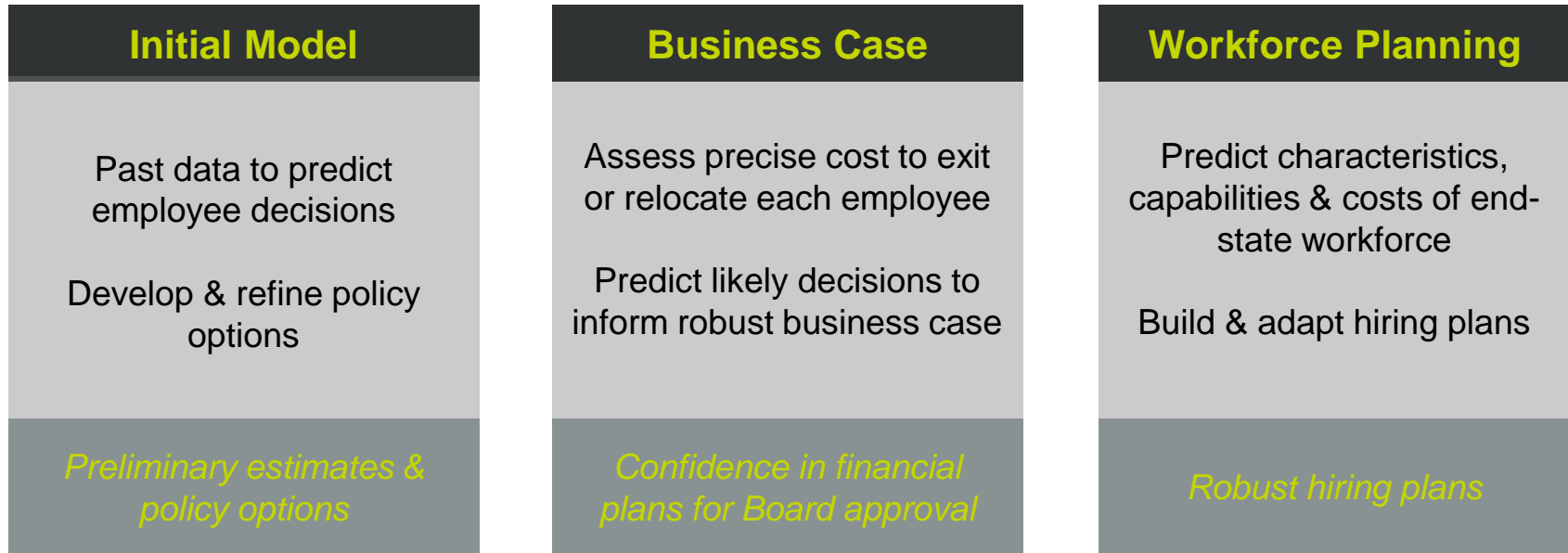
In 2013, AstraZeneca chose Cambridge as the site of our future UK R&D centre and corporate headquarters.

Cambridge is one of the most exciting places in the world to be carrying out bioscience research. It is the heart of UK bioscience.

This led to a major relocation project for AstraZeneca.



Using HR analytics to add rigour to strategic decisions

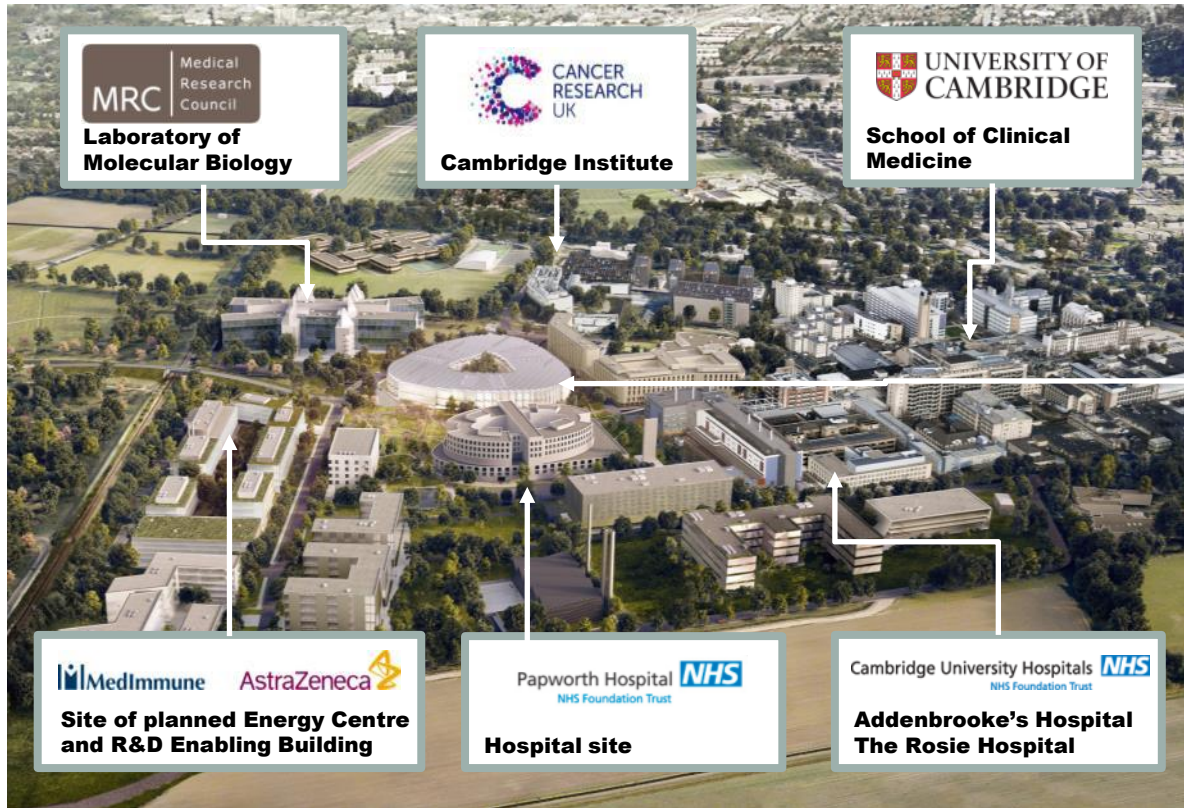


Refining model based on early data

Tracking delivery vs. plan



Cambridge UK research centre will be a catalyst for innovation and collaboration



R&D Centre and Corporate HQ building (under construction)

- 2,000 employees in Cambridge by end 2016
- Topping out ceremony on Tuesday 25 April 2017



Focus for the future for AZ HR Analytics

Advanced
HR analytics



Wider
data sources



Analytics
capability
across HR



Increase
accessibility



It's not the complexity of the analytics that matters....

✓ Collaboration

✓ Story-telling

✓ Business relevance



Mh'gōi **Tack** arigatô
Danke ευχαριστώ
ありがとう **Merci** **Gracias**

Thank you!

kiitos **Grazie** 谢谢 obrigado
dziękuję
спасибо tak shukran dank u

