

Driving Business Transformation with Talent Analytics.



Drowning in data.

Rubbish in, rubbish out

.SHL.



POLL: Over the past 3 years, in which area have you seen the greatest increase in access to data?

1. Talent Acquisition (e.g. hiring and on-boarding)
2. Talent Management (e.g. succession planning)
3. Learning & Development
4. Engagement & Culture
5. Workforce Planning

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CV

Interview

Assessment Centre

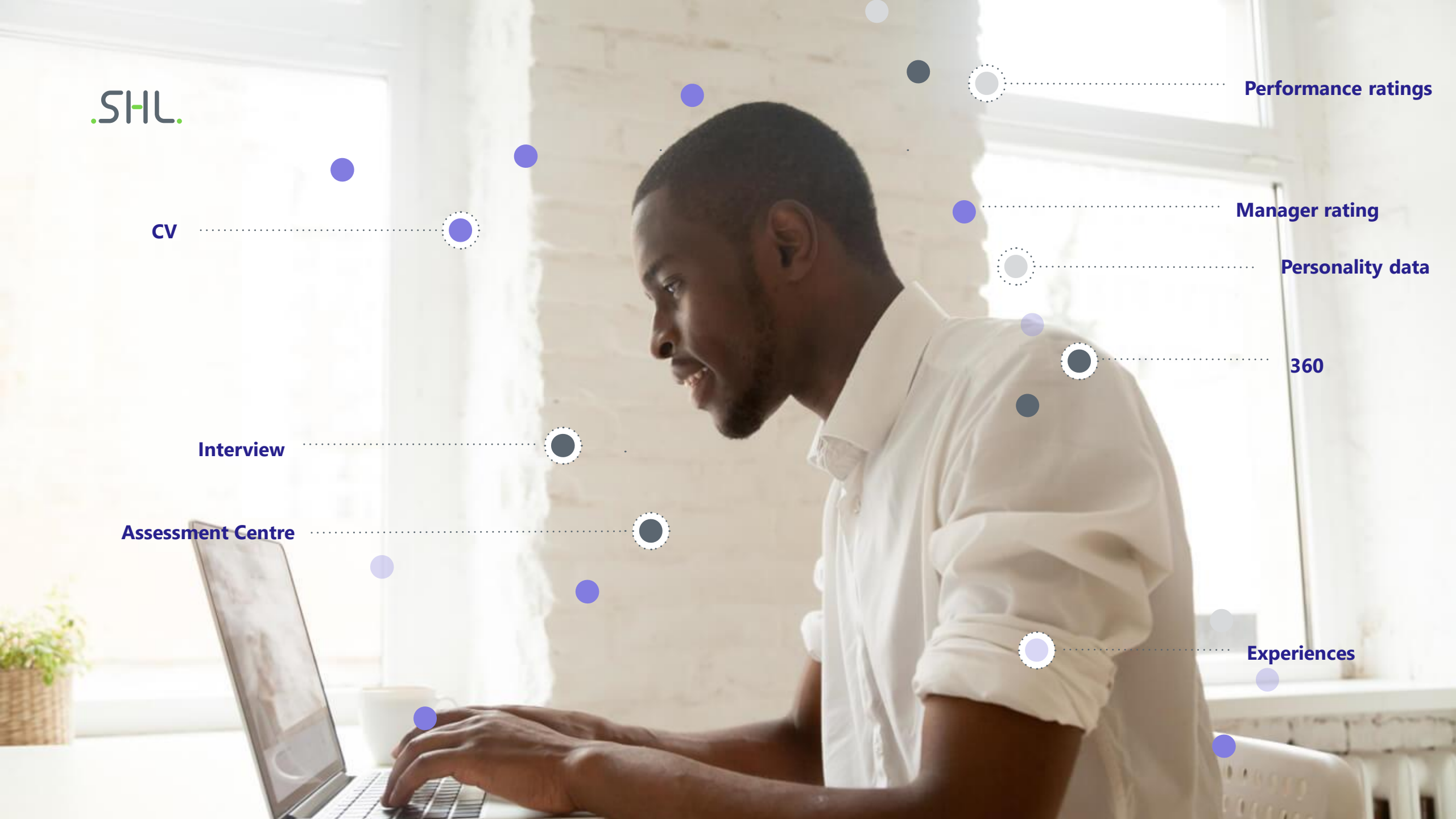
Performance ratings

Manager rating

Personality data

360

Experiences



.SHL.

Facial expressions

Performance ratings

Activity levels

Manager rating

Personality data

360

Business issues

Activity levels

Experiences

CV

Facebook

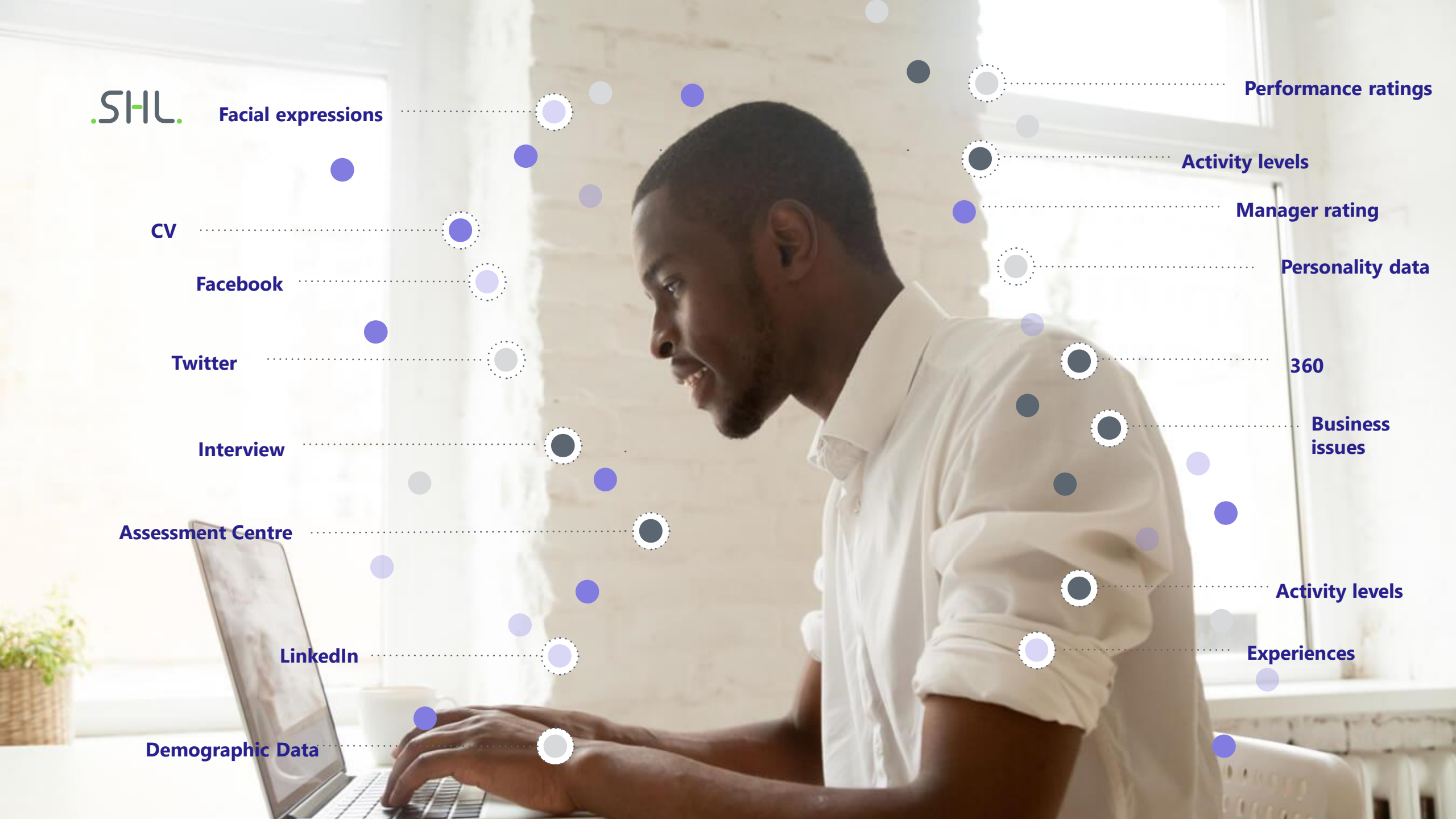
Twitter

Interview

Assessment Centre

LinkedIn

Demographic Data



Towards insight.

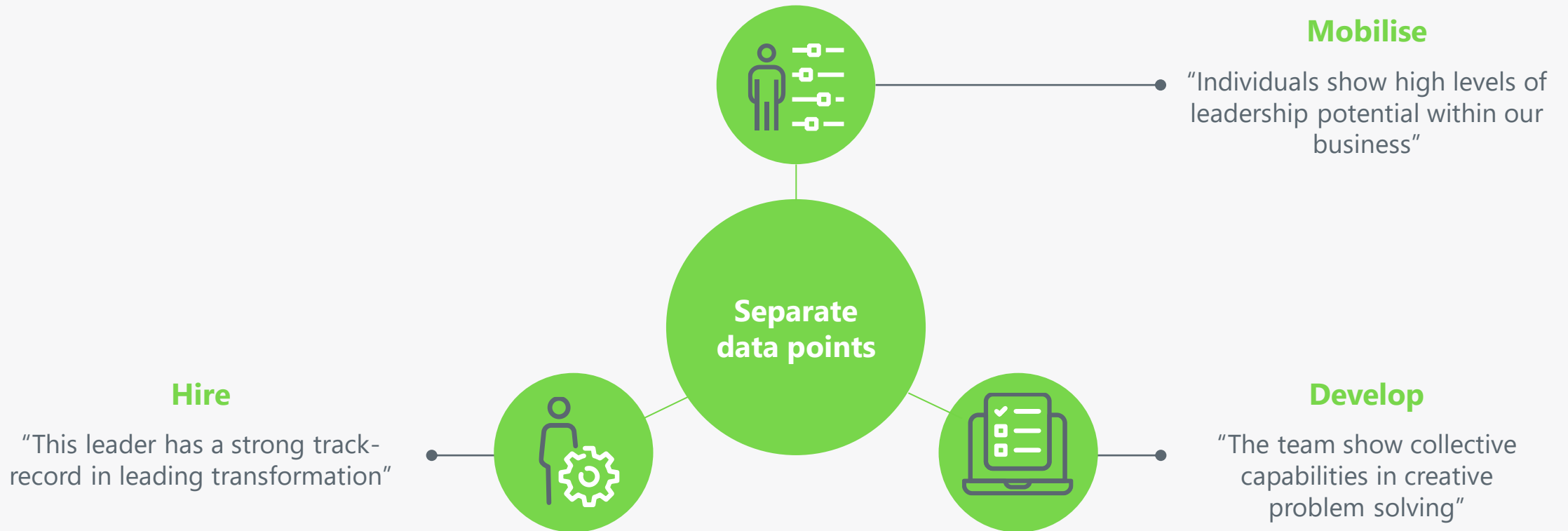
Using analytics to answer
meaningful business questions



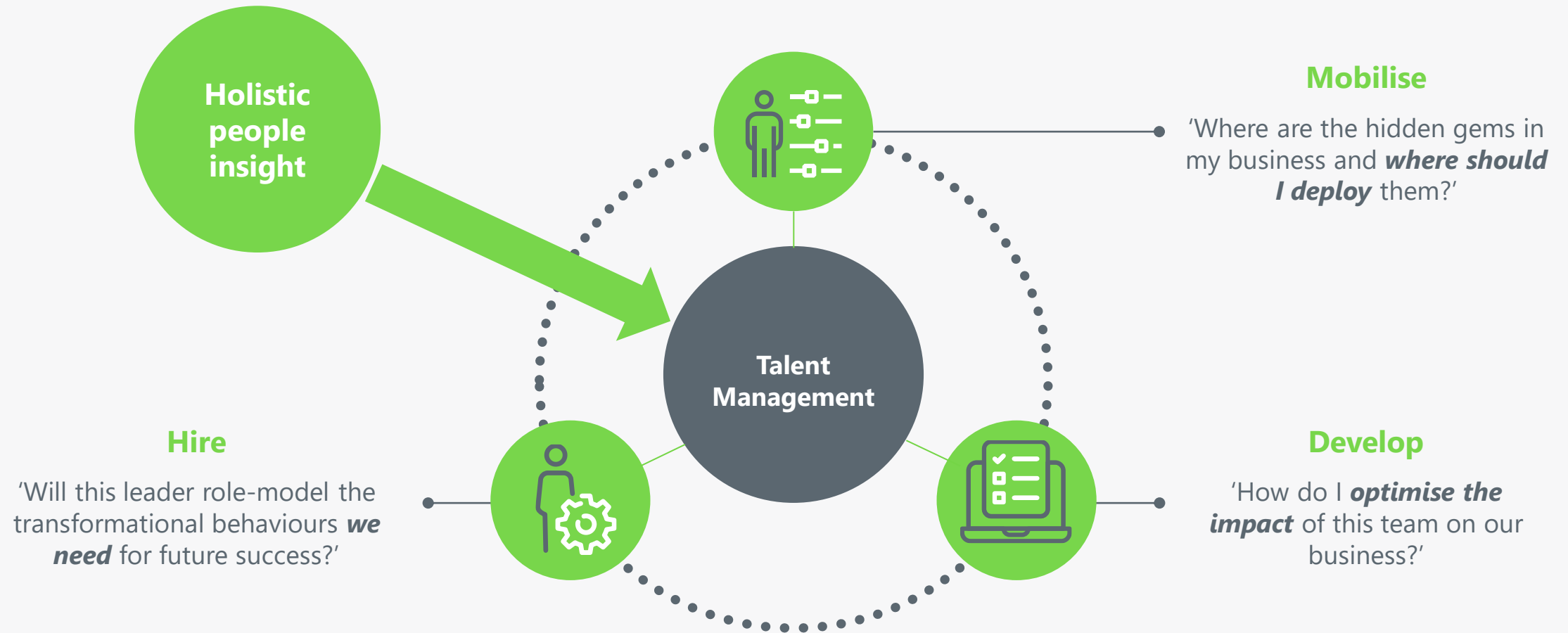
POLL: Which of the following questions would you like to be able to answer more comprehensively using people data? *(Choose up to 3)*

1. How can we personalise learning for our new recruits?
2. Where are the hidden gems in our organisation?
3. How does our workforce capability benchmark against our competitors?
4. When we face further disruption, which leader should lead the response?
5. Which cultural levers can we pull to build a more inclusive organisation?

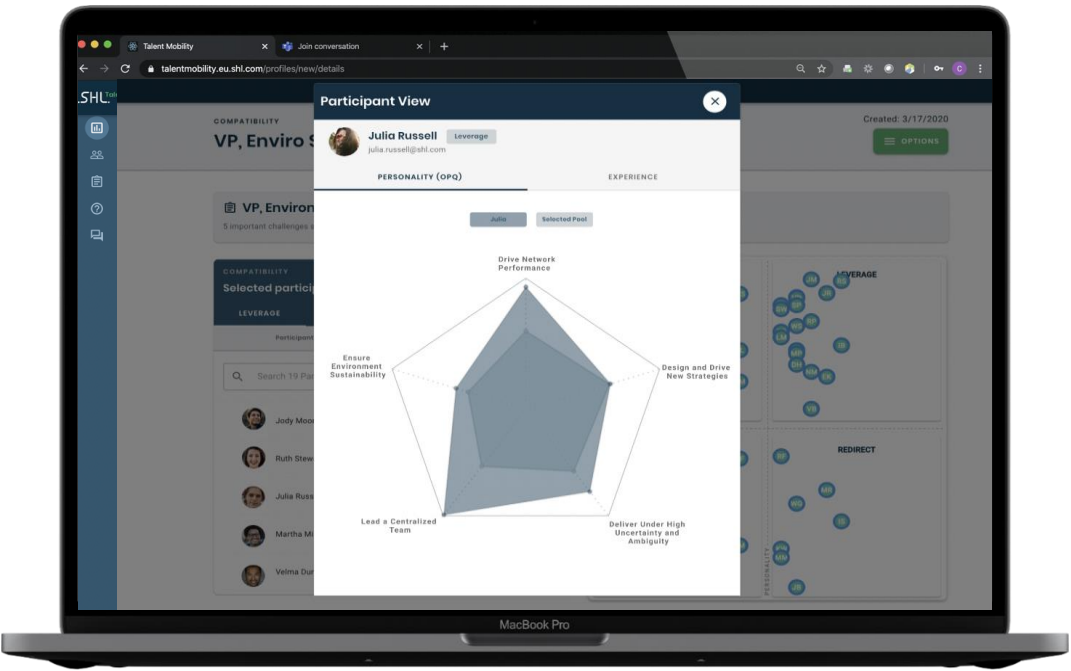
From Reporting Data...



...to answering meaningful business questions



People analytics can enable cultural transformation



45%
valid data view of
executive leaders

74%
Saving
Co-created design
and inhouse

2x
more likely to apply
"big picture"
thinking and create
innovative solutions



Get ready now.

Steps towards a Talent Analytics
led culture

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POLL: Which of the following challenges do you face in moving towards a talent analytics-led culture? *(Select your top two)*

1. Stakeholder confidence
2. Fear of de-humanising experiences
3. Concern about biases
4. Data management risks (GDPR, etc.)
5. Lack of technology
6. Limited expertise

Navigating a new path – building a People Insight Hub

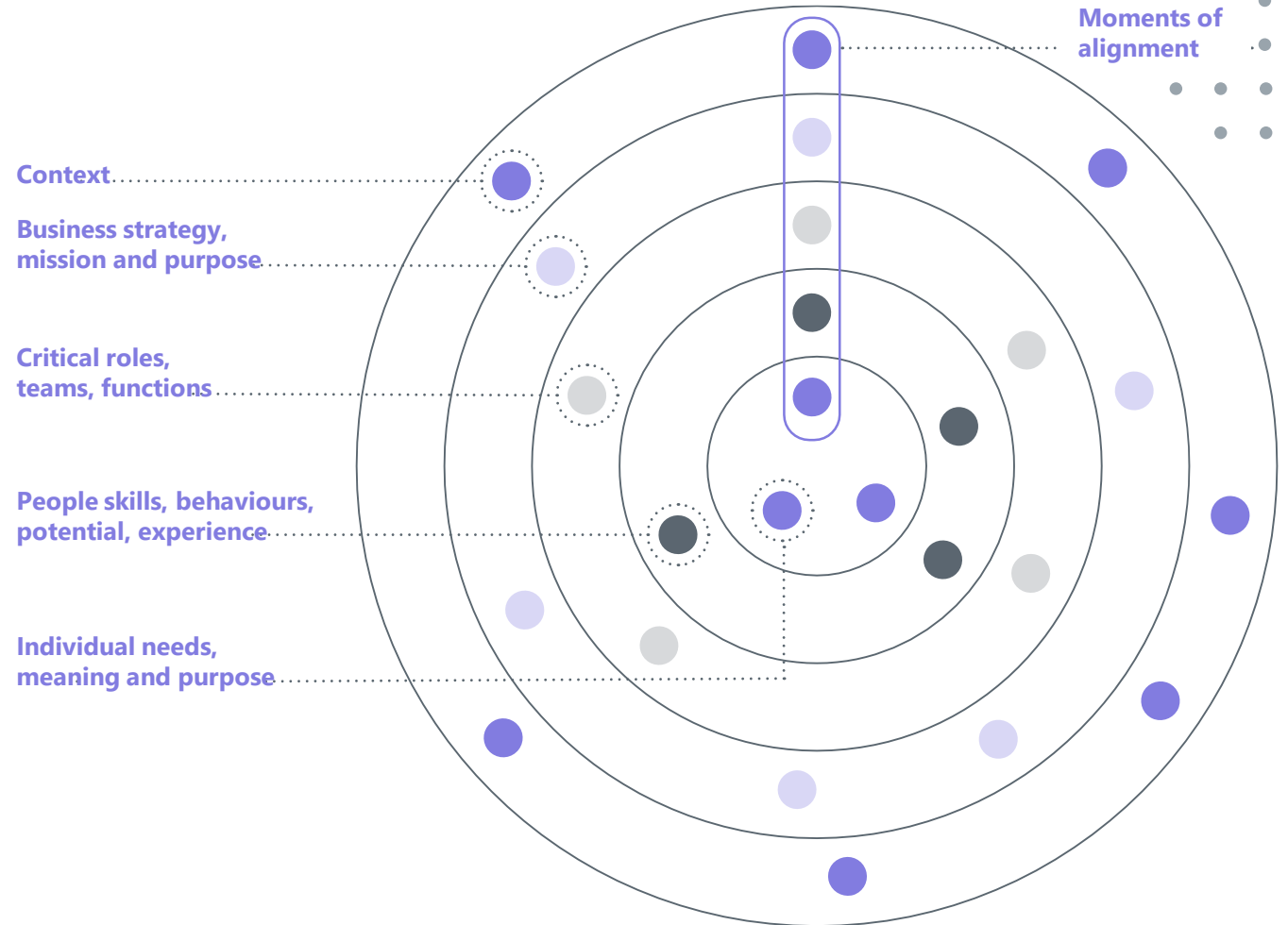
Agile, purpose and insight-driven talent management

Thriving today requires making connections in the shifts that businesses, leaders, HR teams and individuals are seeking.

Creating alignment and visibility through and across the whole organisation in service of purpose and strategy.



Finding alignment through multiple lenses



PURPOSE



Individuals are:

Personal & meaningful

Striving for meaningful experiences, to find purpose, and build identity.

Unbiased & inclusive

Being recognised for their strengths and empowered to develop others.

Reinvented & resilient

Equipped to constantly learn, grow, adapt and re-charge when needed.



People Insight

Objective understanding of people, their capabilities, potential, motivations and aspirations enabling a strong, predictive and agile bridge, between individuals and organisations, today and tomorrow.



Organisations are:

Objective & visionary

Focused on future possibilities for individuals and the business.

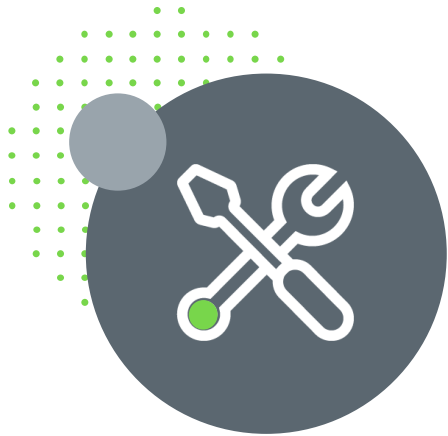
Sustainable & agile

Nurturing purpose-driven, growth cultures to enable transformation.

Empowering & engaging

Creating safe and trusting environments for people to flourish.

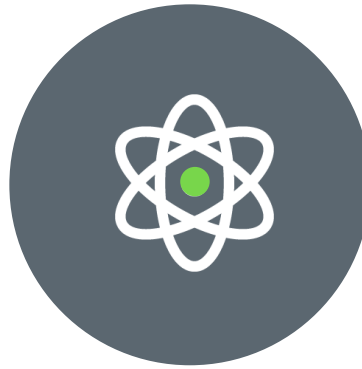
Get ready now.



**Quality
Inputs**



**Meaningful
Insight**



**Dynamic
Data**



**Be
Human**



**Have
Purpose**

Thank you.

William Black

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