Workforce Analytics Assessment

Leading organizations are investing heavily in workforce analytics because they know competitive advantage begins and ends with their people. There has never been more data and tools available to analyze the workforce and when used correctly, it can lead to game-changing insight. The challenge for most organizations is deciding where to begin, how to prioritize, and figuring out the potential return-on-investment. Based on the industry standard CRISP-DM methodology, Workforce Insight’s Workforce Analytics Assessment provides a comprehensive roadmap to achieving best practices.

**BENEFITS**

Workforce Analytics can bring numerous benefits to any organization but with as much that exists and tools available, the possibilities can seem overwhelming. With Workforce Insight’s Workforce Analytics Assessment you benefit from a proven methodology delivered by the industry leader:

**Learn what is possible.** The process starts with an introductory workshop to level set on terminology and get a sense of what is possible with workforce analytics. Learn about best practices in your industry and what others are doing with workforce data that could be valuable to your organization. Benchmarking your company with a Workforce Analytics maturity model is a powerful exercise that immediately helps define new goals.

**Connect workforce analytics strategy to business strategy.** To achieve success with workforce analytics it is critical to understand key business drivers and priorities, otherwise stakeholders will not be aligned. The Workforce Insight team starts with a review of business objectives and challenges, delves into key processes, and connects workforce analytics opportunities to executive priorities.

**Build a roadmap based on reality.** In order for the workforce analytics roadmap to have true value and actually be able to be executed, it requires an analysis of existing systems and data. The Workforce Insight team gets hands on with your current infrastructure and will assess the quality of your data and any gaps that would make success less likely. It is this crucial step that takes the guesswork out of workforce analytics and leaves you with a plan you can have confidence in.

**HOW WORKFORCE INSIGHT DELIVERS**

**Data-Driven Business Case.** Most corporate investments in technology require some form of a business case to attain funding. Using Workforce Insight’s Workforce Analytics Assessment means you will have a thorough business case that can withstand CFO-level scrutiny because it addresses business needs, return-on-investment, detailed costs, timing, and other resources required to make the program a success.

**Clear Roadmap, Agile Methodology.** At the conclusion of the assessment you will have a program roadmap that clearly lays out how you can implement new workforce analytics solutions in your organization. Using an Agile methodology, the solutions can be quickly validated and prove their benefits.

**Change and Adoption.** A component of the Workforce Analytics Assessment that cannot be overlooked is the review of potential risks and adoption issues. Having the knowledge upfront regarding technology, process, and/or people risks means you can plan with the appropriate mitigation strategies. Assessing what it will take from a training and communications perspective to ensure stakeholders and employee groups adopt the solution is one of the most valuable elements of the deliverable.

**Optimizing Performance. Accelerating Results**

Workforce Insight is the global leader in Workforce Management Services, powered by best-in-class expertise and analytics. We are the only Workforce Management Service provider that can deliver expertise and experience across: Workforce Analytics, Industry Verticals, and Workforce Practices. With a proprietary assessment, Workforce Insight benchmarks and then accelerates an Organization’s WorkforceIQ®, resulting in proven workforce cost savings, accelerated results, & optimization.