



(10 - 11 Oct 2016 | Concorde Hotel, Singapore | 9:00am – 5:00pm)

Your Challenge

We are proud to bring to you highly acclaimed HR Analytics and Leadership Masterclass that provides crucial toolkits and cutting edge HR Analytics Techniques to HR professionals, business consultants, managers and leaders to deliver measurable and high impact results. This intensive 2-day professional certification aims to equip you with a better understanding of the effective use of HR analytics as part of human capital planning.

- Become a Strategic Partner in your organization
- Present quantitative data showing how human capital activities influence organizational performance
- Learn analytics and quantitative methods in making business decision about your people and demonstrating the value of human capital systems
- Innovative, forward-thinking strategies that take your HR efforts to the next level

Key Takeaways

At the end of the workshop, you will be equipped with:

- A broad knowledge of the value of business intelligence in general.
- The different approaches to lead the business around human capital measures.
- The tools to identify, prepare and manage your data analysis process.
- The process in using organizational surveys and develop actionable plans to enhance organizational efficiency and performance.
- Preventive measures to overcome varying types of biases in decision making.

Who Will Benefit Most

- Managers, supervisors, senior government officers, HR Professionals.
- As well as consultants and leaders who are involved in people management.



Organizational Psychologist: **Eileen Seah**

Eileen is an Organisational Psychologist with a unique mix of HR and business skills and have personally coached hundreds of professionals in career transition by instilling and inculcating positive psychology throughout each journey.

Program Outline

Day 1 is designed to build your baseline knowledge of Business Intelligence, its metrics and application for the enterprise.

- Role of Business Intelligence in driving business growth
- Identifying key metrics to support business decisions on Human Capital for:
 - Building a robust talent pipeline
 - Determining the current cost of good, average & poor hire
 - Average fill rate
 - Level of employee engagement, retention and progress
 - Success rate & length of onboarding for internal transfers, new hires etc.
 - Contribution rate of each employee based on business priorities
- Interpreting data and review of actions taken at various decision levels

Day 2 is focused on embedding the Business Intelligence process based on case examples.

- Construct the scorecard
- Identify data sources
- Design post review actions
- Assess impact of actions
- Mitigate biases in decision making
- Build a collaborative culture for success
- Handling special cases

Testimonials

"Eileen is both knowledgeable and sincere in helping others to succeed. I strongly recommend managers to listen with an open mind as I have personally benefitted from her counsel in my career journey"

Jamie Lee, Integration Sourcing Manager, Australia New Zealand Bank Ltd.

"I never knew something so simple can be so powerful and Eileen has helped me to stay focused on what I can change"

Michael Ang, Customer Experience Improvement Manager, DBS Singapore.

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2 DAY HR ANALYTICS AND TALENT SCORECARD PROFESSIONAL CERTIFICATION

Date: 10 - 11 Oct 2016 (Mon & Tue)

Venue: 100 Orchard Road, Concorde Hotel Singapore

Time: 9.00 am to 5.00 pm

Contact Us:

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Asia Pacific International Academy

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1st Participation Details

Name: _____

Organization: _____

Designation: _____

Tel No.: _____

Email: _____

Food Preference: (Vegetarian/Halal/No Preference/ Others: _____)

3rd Participation Details

Name: _____

Organization: _____

Designation: _____

Tel No.: _____

Email: _____

Food Preference: (Vegetarian/Halal/No Preference/ Others: _____)

2nd Participation Details

Name: _____

Organization: _____

Designation: _____

Tel No.: _____

Email: _____

Food Preference: (Vegetarian/Halal/No Preference/ Others: _____)

4th Participation Details

Name: _____

Organization: _____

Designation: _____

Tel No.: _____

Email: _____

Food Preference: (Vegetarian/Halal/No Preference/ Others: _____)

Investment Fee

\$S1200 per delegate

\$S720 After PIC Grant of 40%

Payment Methods

- By Cheque (For Local Participants Only)
- By Bank Transfer
- By E-Invoice Sub Bu No.

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I understand and accept the terms and conditions stated below.

Signature and Date

Company Stamp

Terms and Conditions:

- Registration will only be confirmed upon receipt of the registration form and full payment.
- All cancellation will carry a SGD 200.00 administration fee.
- No refund can be made for cancellation less than 14 days prior to the event date.
- Aventis Learning Group, reserves the right to cancel or postpone the course/ seminar due to unforeseen circumstances and also the right to reject any registration. A full refund of the course/seminar fee will be made to you.