

F-TOP INSTITUTE

Learning from the Best Performing Companies



Working data driven

Live online session - Working data driven (Module A) - 2 days

This course makes you ready to answer “Do I have a problem based on data”. This module is one out of three modules in our HR Accent on the Future program and can be taken independently or as part of the full program.

This module will make data “talk” to you. You will be able to gain relevant and applicable insights from data – identifying and understanding a problem, drawing the right conclusions and asking the right questions. Additionally, we bring you the tips and tricks for leveraging HR data as a useful tool instead of a frightening black box.

HR must be able to identify the most relevant business issues based on data. How do I interpret essential metrics? Where do I need to dig deeper even if high-level metrics suggest everything is okay? Where is a trend that needs addressing? How can I combine several metrics to identify

relevant patterns? How do I need to phrase my deep-dive request to the data people to get meaningful additional insights?

What’s the content?

Each of the 3 modules has its own agenda, value and main purpose and can be taken all together or individually when needed. To achieve the full value we recommend to attend all 3 modules over a shorter period of 3-4 months.

Each module consists of input, toolbox company cases and group work. In each group work there will be one of our coaches ready to guide the group of 2-3 participants while working.

	Module A Working data driven	Module B Putting a price tag on a problem	Module C Storytelling in HR
Will understand Skilled HR	How to read and interpret data & patterns, asking the right questions	How to quantify and explain business impact	Storytelling and how to apply it in the business context
Will leverage /use Resourceful HR	Existing HR system , data + (possibly) dashboard	Existing reports, patterns and issues	Existing reports + dashboard + business cases
Will achieve Impactful HR	Identifying patterns and issues / drawing <u>conclusions based on data</u>	Calculating financial impact, <u>prioritisation + decisions</u>	Management buy-in and <u>action</u>



This module consists of “how to” input, toolboxes and case work done in small group sessions. During the group work there will be one of our coaches ready to guide you when needed. Finally, you will work individually on your specific company case with a one-to-one coaching at the end. The modules are performed as line online courses and are kept short but efficient - to allow it to fit into your working agenda.

Structure per Module

Just for illustration purposes

Mo.	Di.	Mi.	Do.	Fr.
7. Feb	8	9	10	11
	8:30 – 12:30 Module A Understand		8:30 – 12:30 Module A Work	
14	15	16	17	18
		8:30 – 12:30 Module A Experience		

1:1 Coaching
when you're
ready

What's in it for me?

- Make data talk to you: Select the right level of detail and most suitable dimension to gain insights
- Critically assess the validity and relevance of information from different sources
- Spot inconsistent and incomplete data and deal with it
- Combine textual and number-based information to get a full picture of the situation
- Analyse trends in timelines of data – making meaningful comparisons
- Gain an overview of multiple sources of information on various topics and decide what to focus on
- Identify additional data that would contribute to the analysis - asking the right questions
- Understand and create assumptions to compensate for missing information (incl. explaining the reasoning)
- Distinguish between symptoms and root causes of an issue
- Leverage your professional experience to detect possible driving forces behind an issue
- Avoid jumping to judgements based on only limited data
- Apply a holistic approach (connecting different issues to a broad view) when proposing solutions
- Solve your own personal company case around a real topic/issue through one-to-one coaching
- Enjoy a safe learning environment - small groups, individual coaching and a hands-on approach
- Overall: grow competence and confidence of making arguments in a databased way

Coaching & sparring

There will be plenty of coaching resources while building your skills working on specific anonymized cases from companies around the world. In each m Prepare your own company case 2 hours

odule you will immediately get guidance and feedback from peers working with you in small groups and from our experienced trainers and facilitators.

Furthermore, our one-to-one coaching on your personal company case will ensure that you bring immediate value to yourself and for your company. Via the intensive coaching for tangible results, we raise your confidence of working data-driven and accelerate the ability to apply this in practice.

Days

February

7th February 2022 12:30 – 16.30

9th February 2022 12:30 – 16.30

11th February 2022 12:30 – 16.30

Prepare your own company case - 2 hours

Personal coaching on company case - 1 hour tbd

Or March

8th March 2022 08.30 – 12.30

10th March 2022 08.30 – 12.30

15th March 2022 08.30 – 12.30

Prepare your own company case - 2 hours

Personal coaching on company case - 1 hour tbd

Or April

19th April 2022 08.30 – 12.30

21st April 2022 08.30 – 12.30

26th April 2022 08.30 – 12.30

Prepare your own company case - 2 hours

Personal coaching on company case - 1 hour tbd

Price

EUR 2.475,00

Participants & profile

No matter if your current role is working in HR as executive, manager, business partner, HR professional, HR generalist, HR specialist, HR expert, COE professional, data analyst, recruiter, talent manager or service professional you will benefit from participating.

Tutors & experience

Our courses are facilitated by international trainers and coaches with proven impact in HR, coaching, management consulting and blended learning.