

F-TOP INSTITUTE

Learning from the Best Performing Companies



Putting a price-tag on a problem

Live online session - Putting a price-tag on a problem (Module B) - 2 days

This course makes you answer, “how to put a price tag on a problem?”. This module is out of 3 modules in our HR Accent on the Future program and can be taken independently or as part of the full program.

It used to be easy for line managers to stop an initiative from HR by simply asking, “show me the money.” In reality, it’s not rocket science to quantify the financial side of an off-target HR metric (e.g., new hires with exceptionally high salaries due to generous managers) or arguing why managers should change their behaviour in certain areas (e.g. setting goals for employees early in the year).

This module kills the myth that people topics can’t be quantified and makes you ready for your next meeting with line management. “Show me the money” – this is what you will be able to do - putting a price tag on any people related problem – based on a simple approach you can do on a napkin.

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</u> based on data	Calculating financial impact, <u>prioritisation</u> + <u>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 B Understand		8:30 – 12:30 Module B Work	
14	15	16	17	18
		8:30 – 12:30 Module B Experience		

1:1 Coaching
when you're
ready

What's in it for me?

- Overall: put a price tag (“What’s the cost for the organisation”) on any problem in people management – based on a calculation you can do on a napkin (well, you could do it on a napkin but using a calculator or any other tool will help of course...)
- Support decision making (“What should we tackle first?”): Rank various issues based on their financial impact
- Quantifying: what is the top line value creation per employee
- Distinguish between overall expected value creation per regular employee and special cases such as high potentials
- Use assumptions to make up for missing data in business case calculations
- Set up a business case calculation that will still be understandable in a few weeks’ time (structure, documentation...) and is accepted by other stakeholders (e.g., finance)
- Identify drivers of financial impact in major HR processes and financially relevant success criteria
- Going beyond the business case: assuming that measures will be recommended based on the results of the business case: Identify and elaborate on drivers of successful implementation of these measures (communication, change management, progress follow up etc.)
- Calculating a range of base business cases to be used regarding typical issues organizations have (as building blocks to be used)
- Build your own company business 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 putting a price tag on an issue

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 module 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

15th February 2022 08.30 – 12.30

17th February 2022 08.30 – 12.30

23rd February 2022 08.30 – 12.30

Prepare your own company case - 2 hours

Personal coaching on company case - 1 hour tbd

Or March

7th March 2022 12:30 – 16.30

9th March 2022 12:30 – 16.30

11th March 2022 12:30 – 16.30

Prepare your own company case - 2 hours

Personal coaching on company case - 1 hour tbd

Or April

5th April 2022 08.30 – 12.30

7th April 2022 08.30 – 12.30

8th 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.