



Speaking Engagement Topics

Investing in What Matters

Using Analytics to Drive Your HR Strategy and Business Results

While organizations have evolved substantially in how they view Human Resources and how they acknowledge a workforce's inherent value to the organization, some significant gaps still exist. The overall inability to discover and quantify the people-drivers of business outcomes continues to hinder the strategic planning and impact of HR. This captivating topic is made clear with a proven process (the Business Partner RoadMap™) outlined and illuminated by case studies that helps HR functions move to the next phase of this evolution – empirically determining the impact of employees on business outcomes as the foundation of building your organization's HR strategy. Audiences will walk away with the tools to make all of their people investment decisions and an HR strategy that will drive the business.

Learning Objectives:

- Understand the process for linking employee data to critical business outcomes – our Business Partner RoadMap™
- Use analytics to determine where to cut and where to invest
- Calculate an expected ROI for initiatives
- Apply practical tips for determining which programs to keep

Length: Customized to your needs

Audience: Senior Managers to Executive Level

Rebounding from Layoffs

How to Maximize Productivity and Retention After a Downsizing

After layoffs have been completed, the workers who remain undergo a myriad of emotions while still needing to perform their jobs. Oftentimes organizations can neglect the workers who 'survived' the layoffs and consider them lucky to still have a job. However, after layoffs productivity has been shown to plummet and 'intentions to leave' have been shown to rise, particularly among high-performers. This engaging workshop will take your leaders through an effective and practical process to re-focus their people and make sure high-performers don't leave, once the economy turns around. Also, by using current employee data and collecting strategic opinion data, leaders can use analytics to discover the specific reasons for productivity losses and retention vulnerabilities. Learn how to use analytics to determine how to keep your productivity high and retain your high-performers.

Learning Objectives:

- Understand the impact that layoffs have on 'surviving' workers at large firms
- Explore the process for diagnosing the impact that layoffs have in your organization
- Use analytics to determine what drives productivity and retention in your post-layoff workforce
- Apply practical tips for determining where to cut and where to invest to maximize productivity and high-performer retention

Length: 1 to 3 hours

Audience: Middle Managers to Executive Level



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Effectively Assessing and Developing Your Employees

Managers are often overwhelmed with data about their employees. From competency models to personality assessments, 360s, performance appraisals and business results, managers need to make sense of all this information and make important decisions. This important workshop will take you through the critical talent assessment process steps that include: 1) differentiating between competencies, 2) using the appropriate assessment techniques and tools, 3) integrating multiple sources of assessment data and 4) using analytics to make evidence-based talent decisions.

From there, we will develop your management team's skills with cutting edge techniques in writing development plans and goals, evaluating performance using multiple sources of assessment, determining when development has occurred and conducting an effective coaching conversation.

Learning Objectives:

- Assess employees with multiple sources of data
- Identify critical strengths and weaknesses
- Write effective development plans
- Conduct effective coaching conversations

Length: Customized to your needs

Audience: Middle Managers to Executive Level

Maximizing Career Development at All Levels in the Organization

With only 40% of workers saying that they are passionate about their jobs, and over 70% feeling that their career has 'plateaued'—there is never a better time to provide your employees' with a practical plan to career development. This success-focused workshop will focus on understanding the workplace environment, increasing self-awareness, establishing a direction, and building & executing a career plan.

Learning Objectives:

- Understand the current environment and the impact on managing your career
- Explore a model/process for managing your career
- Use the process and tools to begin exploring your career goals
- Start down the path of creating a career development plan

Length: 2 to 5 hours

Audience: General to Executive Level