



People Analytics for the Public Sector

TRAINING



Facilitated by
TOM MIDDLETON
HR Director
Federal Government

Online → 15 & 22 May 2024



PUBLIC
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NETWORK



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Overview

With a significant number HR reforms and future of work initiatives underway, HR is becoming increasingly data-driven. The public sector in particular is analytics to measure the effectiveness of HR policies, identify opportunities to improve everything from employee experiences, recruitment and succession planning. But most importantly, to ensure that HR is closely aligned with overall strategy and is geared toward solving complex business problems.

This hand-on, practical workshop will delve into the practical application of HR and people analytics in the public sector. Participants will learn how to use data to measure and monitor success of HR projects. It will discuss different types of HR data, how do you capture it and present it. The program will explore story-telling and communication. It will provide insights on analysing, interpreting and communicating HR data with your different stakeholders. Finally it will teach you to effectively use HR analytics to create a human resource strategy that positively impacts people, performance and culture within an organisation.

Who should Attend

Analyst, Officer, Co-ordinator, Lead, Manager, Business Partner:

- HR
- Human Resources
- Organisational Development
- People and Culture
- Learning and Development

Learning Outcomes

- Track and monitor the success and effectiveness of people strategies, policies and practices
- Apply data driven insights to improve employee experience and retention
- Uncover trends and patterns: to enable smarter planning
- Back up your instincts with evidence and data
- Learn how people analytics can help you solve pressing business problems

Why Attend

- Benchmark and network with peers from all over the public sector
- Learn how to use an in-demand skill/platform
- Understand the questions you need to be asking
- Dial-in from anywhere!
- Gain the opportunity to be a part of a community of practice

Meet Your **Facilitator**



TOM MIDDLETON
HR Director
Federal Government

Tom has extensive experience as a senior human resources leader, having led multimillion-dollar capability development projects, redesigned workforce analytics and business partnering functions for federal government, and led workforce planning for a state health service. Recently he led the development of an Employee Value Proposition for federal government that was a finalist in the 2023 Australian Human Resources Institute awards in the category Best Attraction, Recruitment & Retention Strategy.

Currently Tom is employed with the federal government as a Human Resources Director. During his career, he has worked with federal and state government, as well as not-for-profit, and private industry. He has experience across a range of industries including health, industrial relations, animal welfare, and tourism. He has developed specialist skills in HR strategy and project management, workforce analytics, and talent attraction.

Key achievements include delivering \$5.4M remote workforce capability development project, launching joint workforce planning initiative for state health provider ecosystem, delivering multiple health workforce development programs with yearly budgets up to \$3.2M, implementing marketing analytics performance framework saving \$3M per annum, redesigning HR service delivery functions, and undertaking an operational uplift as part of the RSPCA board.

Beyond work, he enjoys hiking, reading, Brazilian Jiu-Jitsu and being a dad.

Preparation

This workshop is highly interactive with group activities and discussions throughout. Come prepared with some current challenges you are facing in your organisation.

To participate you'll need:

- A computer with camera and microphone
- Strong internet connection
- Quiet, well-lit space

Register Early & Save

Extra Early Bird	Early Bird	Standard Price
Register by 1 st Mar	Register by 28 th Mar	Register by 14 th May
\$795 + GST	\$995 + GST	\$1,195 + GST
Save \$400	Save \$200	-

CLICK HERE TO REGISTER 

*Group Discounts Available - Contact Registration at registrations@publicsectornetwork.co or Call on **(02) 9057 9070**

Explore the Agenda

Day 1 | Wednesday, 15 May 2024, 10:00am - 2:30pm AEST

10:00am Welcome and Opening Remarks

Module 1: An Introduction to HR Metrics and Data

10:15am Overview of HR, People and Workforce Analytics

- Definition and significance
 - Historical perspective and evolution
 - HR Metrics and Key Performance Indicators (KPIs)
-

11:00am Understanding your HR Data

- Sources of HR data
 - Types of HR data
 - What to use and when
-

12:00pm Lunch

Module 2: Practicing Evidence-Based HR

12:30pm Define the problem you want to solve

- Framing the problem
 - Creating a problem statement
 - Identifying the type of data and analytics that you need to solve this
-

1:15pm Using analytics to solve complex problems

- Setting guard rails in place
 - Build a hypothesis
 - Leverage analytics to build meaningful insights
-

2:15pm Closing remarks

2:30pm End of Day 1

Explore the Agenda

Day 2 | Wednesday, 22 May 2024, 10:00am - 2:30pm AEST

10:00am Opening remarks and recap

Module 3: Data to Shape HR Strategy

10:15am Insights to inform HR Strategy

- Understanding your business strategy
 - Ensuring HR strategy is aligned with business strategy
 - Identifying the right data to inform and shape you plans
-

11:00am Optimising HR Policies and their Effectiveness

- How to measure the effectiveness of your policies and procedure
 - The role of your data
-

12:00pm Break

Module 4: Communication and Storytelling

12:30pm Connect people analytics to organisational outcomes

- Understanding the HCM lifecycle
 - The role of HR strategy in driving organisational outcomes
 - Consulting and collaborating with stakeholders
-

1:15pm Group Activity

2:15pm Closing Remarks

2:30pm End of day 2



Get In Contact

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