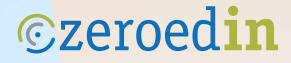zeroedin

Delivering People Analytics

How to Get Your People Data to People Managers for Operational Excellence

Operational excellence is more than a buzz phrase. It drives true top-tier business outcomes.

Those business outcomes start and end with rich organizational and people data sets already inside your organization.

The key is to get that data to the people who need to use it in an easy, curated way to drive better accuracy in decision-making.

WHY OPERATIONAL EXCELLENCE?

Organizations strive for operational excellence so that they can grow and provide better value for their customers, which in turn leads to more growth. Peak efficiency, value, and growth for people and products are the result of operational excellence.

Let's dive a little deeper.

What is operational excellence?
 "Operational excellence is the point at which each and every employee can see the flow of value to the customer, and fix that flow before it breaks down."
— Kevin Duggan, Institute for Operational Excellence

Why is it important?

Operational excellence equals growth. For some, operational excellence is a business initiative that has seen a double-digit return in market annualized growth (11.08%), which is twice the average return of companies in the S&P 500 and Russell 3000 indices. This is why operational excellence is top of mind.

Business goals that fall under operational excellence include:

Changing and improving the company culture

End-to-end business transformation

Need for skilled workers

Need for improved departmental relationships

Your people analytics can be key to helping you achieve your operational excellence goals.

HOW PEOPLE ANALYTICS DELIVERS OPERATIONAL EXCELLENCE

Let's take a look at people analytics, what it is, how to use it, and why it delivers better business outcomes.

What is people analytics?

Analytics is the systematic computational analysis of data or statistics. It's used for the discovery, interpretation, and communication of meaningful patterns in data. It also entails applying data patterns toward effective decision-making.

People analytics, also known as workforce analytics, is the application of analytics to help companies manage human resources. The aim is to help decide which employees to hire, which to reward or promote, what responsibilities to assign, and similar human resource issues. These decisions are backed by evidence and a clear understanding of the reasoning behind them.

People analytics is data that matters. It's the organizational knowledge your managers really need to make solid decisions. When you get people insights to your people managers, you put your organization on a fast track to operational excellence.

How to use your people analytics

This might seem like a simple concept that most of you already understand. But if you aren't curating your people data into meaningful insights and getting it to the people managers who need it, then you aren't properly delivering people analytics.

To start, you should be able to get easily understandable facts with charts, visualizations, and graphs that readily answer your questions using data extracted from HR tools like applicant tracking systems (ATS), digital engagement surveys, and your human resources information system (HRIS).

Finally, you should be able to smoothly and easily curate those facts to get it to the discoverable point of truth.

Why does it deliver better business outcomes?

There is an assumption that people analytics only improves HR functions, but the insights uncovered help organizations drive operational excellence success and meet business goals.

People analytics in the hands of people managers can drive culture, retention, and even customer value as talent is more readily identified, rewarded, and engaged. To learn more, click here to get our *Top 9 People Analytics Insights* e-book.

BUT DELIVERING PEOPLE DATA IS A STRUGGLE

Are your people analytics giving you headaches? Are you tired of the struggle? You're not alone.

We know it's a struggle to get to people analytics consistently and efficiently with a small team, limited tools and skills, and an ongoing stream of ad hoc requests coming from the business. We also know that enterprise solutions are often too big and complex for your organization.

Data is in too many places and hard to consolidate

You have all this great data locked away in a variety of databases like your ATS, HRIS, and digital engagement survey software. All you need to do is clean it, consolidate it, curate it to get it to where it's needed, all while you are responding to urgent matters crossing your desk.

If you laughed at that last sentence, we understand. Even if you love to work with data, it's a task that is tedious and time-consuming. It also is low on your to-do list, and often, if you find the time to accomplish the task, it gets interrupted by something more pressing.

Even if your human capital management (HCM) system uses a dashboard, it doesn't talk to other people systems and vendors, which means your data is still separate. So you end up exporting data and cobbling together reports.

Impersonal and complex BI

You've been looking for solutions, but the only ones you've found are too big, too complex, and too slow to implement. You may get answers, but they're difficult to produce consistently and the resources to do it are limited. You have to figure out on your own how to get what you need — and who has time for that? Wasn't this supposed to save you time and headaches?

Most people analytics software is built for enterprise organizations with more than one or two people analytics experts. They have the time to wait to implement big systems and the time to train. Those internal experts may be able to figure out how to customize for the enterprise, but you may not even have one people analytics expert — which means it all falls on you, giving you headaches more than helping.

Struggle to get curated data to the people who need it

Even if you have figured out a way to get great data out of your systems, you still need to figure out how to deliver it and get the right data to the people who need it in a secure way.

To get the most out of your people analytics, you need to do more than present it to leadership in a static PowerPoint that becomes stale the day after you present. You need to be able to identify data for each use case for each people manager who needs it, ensure it's cleaned, and transform it into an easy-to-use format. This can be a struggle.

You're either spending a lot of time figuring this out for yourself or you may be waiting for IT to build dashboards. Even the latest cloud data visualization tools require you to manually merge and clean your data prior to sending it to them. They don't do the painstaking work for you.

As for relying on IT to build dashboards, HR rarely gets priority over the revenue generators. And even after you get it, you may find that the tools they want you to use are great for analysts and IT users, but won't be easy for your people managers to use.

HOW TO GET CURATED PEOPLE DATA INTO A DISCOVERABLE POINT OF TRUTH

To drive operational excellence, you need a scalable, easy people analytics platform tailored for your needs. A platform designed for:

Ease and simplicity of data gathering

Painless data distribution

Tailored user experience

When choosing a people analytics platform, be sure that you get deep, actionable insights by collecting quantitative *and* qualitative data and feedback. You want a platform that will unify your data from all your people systems and clean it up during the process.

You also want to be able to understand and customize your system without the need for IT to step in and help.

Look for a platform that's always ready to remedy resource constraints such as user security, researching a data anomaly, or creating new, customized insights and dashboards. Make sure it will get you to real insights, real value, and real ROI quickly and painlessly.

A people analytics platform helps HR equip people managers with the knowledge they need to make solid decisions and drive real business impact. Don't go it alone. Get the help you need liberating your people data. Ensure the software application you pick is easy and configurable, curates your data for specific use cases, and then mobilizes it into a discoverable point of truth.

Operational excellence drives business outcomes. It's found in your company's culture and people. You have great data to help with evidence-based decision-making, but it's a struggle to get it together, curated, and mobilized. Other solutions can be too big and unwieldy or cobbled together with a "just make it work" intention. They require too much of a learning curve and don't give you the exact results you may need.

ZeroedIn helps you stop struggling and liberate your people data to get it to a discoverable point of truth. Actionable data drives sound decision-making and organizational excellence, leading to better business outcomes.

REQUEST A DEMO TODAY!