Don't settle for "**Good Enough**" in People Analytics Solution

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In this webinar, you will learn:

1 How to evaluate people analytics solutions to make sure they have what you need

2 Why it's not enough to just analyze data from HR systems in isolation

3 Key features to look for when evaluating a people analytics solution

4 Useful tips and tricks on how people analytics can drive results for HR and the business

5 How to build your business case for a people analytics solution

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How to Evaluate People Analytics Solutions

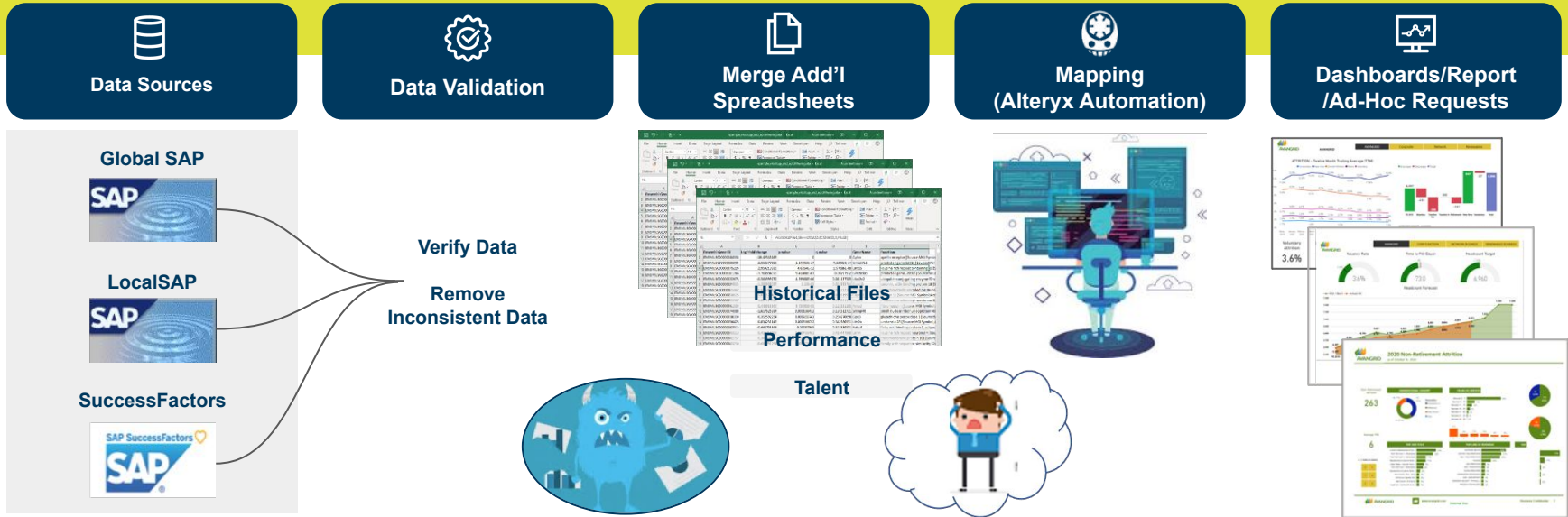**What are
your challenges?**

**What are
your needs?**

**What is
your scope?**

**Who is the
target audience?**

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Avangrid's People Analytics Situation

Data Sources	Data Validation	Merge Add'l Spreadsheets	Mapping (Alteryx Automation)	Dashboards/Report /Ad-Hoc Requests

Global SAP

LocalSAP

SuccessFactors

Verify Data

Remove Inconsistent Data

Historical Files

Performance

Talent

The Good

- Automation leveraged to reduce manual intervention for weekly HC reporting
- Currently assessing automation for monthly reporting process
- SME/Analyst on team to access and recreate historical data

The Bad

- Create monthly dashboards and weekly reports…but not great/meeting needs
- Data not easily accessible to those that need it
- Lack of data creates significant ad-hoc requests

The Ugly

- Multiple data sets require manual integration
- Dashboard tool – no one knows how to use it
- Very few people using the data so unsure how valid it actually is

Avangrid Gaps and Options

Currently, the Analytics team fulfills data requests…however, we do not provide analysis and insights to support business decisions

- Current dashboard does not provide HR and Businesses with access to the data – when and how they need it
- No single repository exists for data management and single-source access
- Manual effort required to ensure data is accurate, clean, and complete (but, gaps still exist)
- Managing current demands (reports, dashboards and ad-hoc requests) leaves no remaining capacity for value-added work
- Capability gaps within the current Analytics Team and end user ability to access and leverage data
- Data automation and dashboard tools chosen are not supported by IT

Three Viable Options

1

Internal IT Build
- Currently not on '21 IT demand plan
- ~9-12 month effort

2

Internal HR Team Build
- Add'l FTE and skills required
- 12+ month effort

3

Outsource
- Cost effective
- Leverages expertise
- ~3-4 month effort

POLL: Where are you struggling?

A.   Data integrity

B.   Aggregating disparate data

C.   Building dashboards

D.   Managing ad-hoc reporting

E.   Getting the right insights to those who need it

F.   Hiring resources for your people analytics team

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Three Options Evaluated by Avangrid

	1 Internal IT Build	**2** Internal HR Build	**3** Vendor Solution (Evaluated 5 vendors)
Benefits	• We own and control our data/dashboard capability • Internal cost – FTE cost only • IT support for technology	• HR owns and controls all data/dashboard capability • Quick response to user requests • Data scientists to utilize AI and ML capabilities	• Leverages expertise and provides continuous enhancements • Internal time focused on cleaning our data • Less time to implement (~3-4 months) • Cost effective (~1 FTE)
Concerns	• Competing demands with other projects (for build and on-going support) • Once built, static dashboard • Requires expertise to build dashboards • ~9-12 month effort	• If systems/ platforms change (e.g. Workday) infrastructure needs to be modified. • Add'l FTE and specific skillsets required (~5) • 12+ month effort	• Capability dependent on vendor storing our data and analytics platform capability • Dependent on vendor support

Vendor Solution
Contracting with an external vendor would enable end users (HR and business leaders) to access data, interpret insights and predict outcomes across a broad spectrum of metrics. Data-driven people decisions contribute to improved enterprise performance through increased revenue, targeted diversity decisions, greater employee retention and creating a more engaged workforce. Self-service access on the user's desktop would allow users the ability to support decision making in real-time – without significant delays waiting for another report extract or data validation process

Levels of People Analytics Solutions

Integrated HR Systems

DIY BI & Data Viz Tools

People Analytics Platforms

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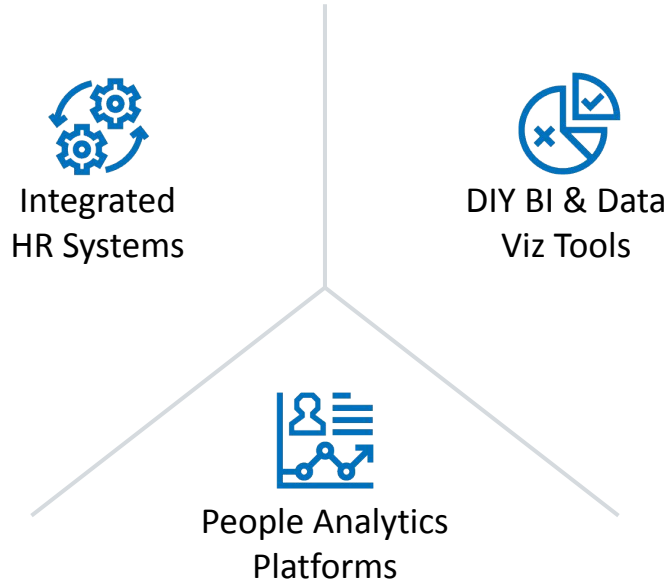
Single Vs. Multi-Dimensional Views of your workforce

✓ Single source HR

✓ HR plus talent, performance, recognition, engagement

✓ HR plus business operations data

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Key Features to Look for When Evaluating a Solution

- Automated data pipeline

- Curated insights

- Dashboard creation and distribution

- Discovery, trends, and comparison

- Easy to understand visualizations

- Personalization and Extensibility

- Report creation and scheduling

- Security and data privacy

- Predictive modeling and data sciences

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Avangrid's Vendor Selection Scorecard

Requirements	Current - Alteryx/PBI	Internal IT Build	Analytics Team Build	Vendor #1	Vendor #2	Vendor #3
Data Repository						
Data Platform/ Model						
Reporting Capability						
Analytics & Visualization						
Insights/AI						
Distribution						
Security						
Support						
Price						
Comments	;					

Vendors Evaluated – Domo, Visier, ZeroedIn, Success Factors, Qlik, Splash
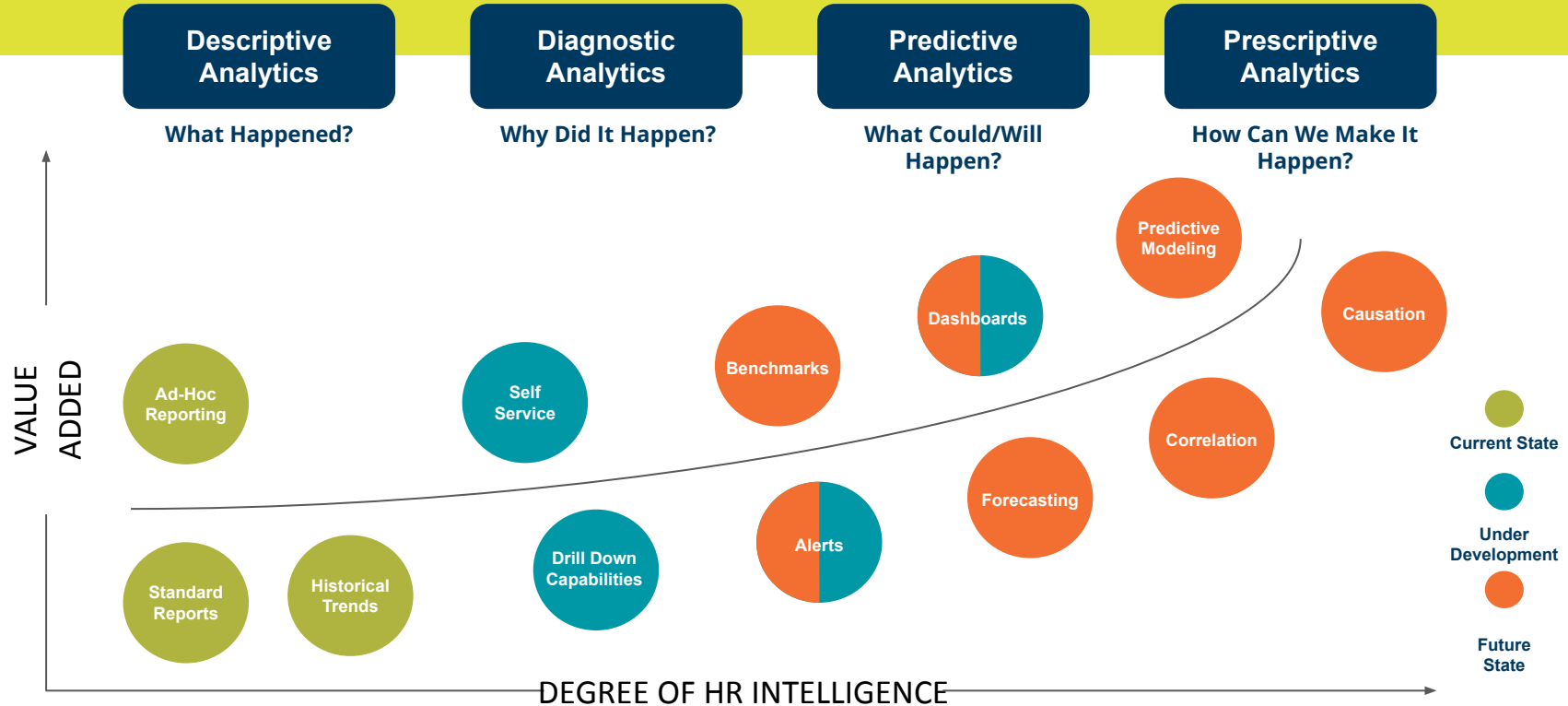
Driving Results for HR and Business

Time savings

Data integrity, accuracy and trust

Retention & Turnover

Pay Equity

Absenteeism /Presenteeism

Skill gaps

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ZeroedIn's Work With Dollar Tree

Dollar Tree recently used ZeroedIn when completing a comprehensive DE&I analysis report. The reporting process that usually takes a week only took one hour. That's 39 hours saved — a 40 to 1 reduction in time spent.
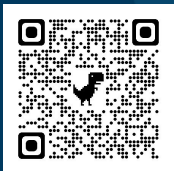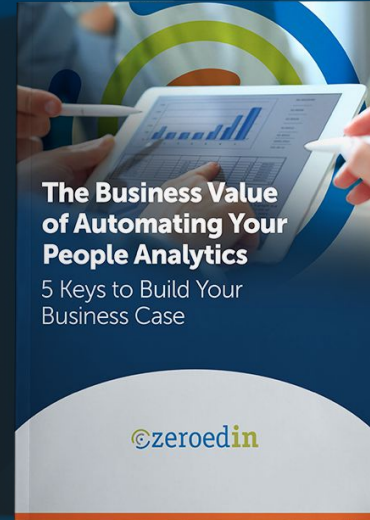
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How to Build your Business Case

✓ Executive summary

✓ Address the overarching issue and drivers

✓ Describe the current state of people analytics in your organization

✓ Propose a solution

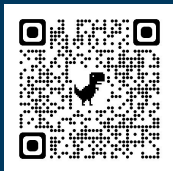✓ Identify outcomes to expect from a successful implementation

✓ Investments and ROI

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Resources For You

5-Minute On Demand Demo

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The Business Value of Automating Your People Analytics

5 Keys to Build Your Business Case

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