

Organisation & People Analytics

Effective and flexible People Analytics solution to help you drive organisational performance. We help you identify, define and manage key organisational metrics that respond to your strategic questions. We provide accessible solutions that allow you to monitor, sort, filter and distribute Human Capital indicators to key stakeholders across the organisation.



Define relevant metrics

Use data from various sources

Visualise key People Analytics
per demographic categories

Link to business success

Extensive analytics capabilities
and customized dashboards



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Our principles for People Analytics

Our Organisation & People Analytics practice brings a cutting edge perspective to measuring HR contribution to the success of the organisation. We work with you to define human capital metrics that clearly demonstrate the added value of people related activities to organisational performance. This is where HR leaders often lack hands-on information directly available to top leaders....we help you provide this.

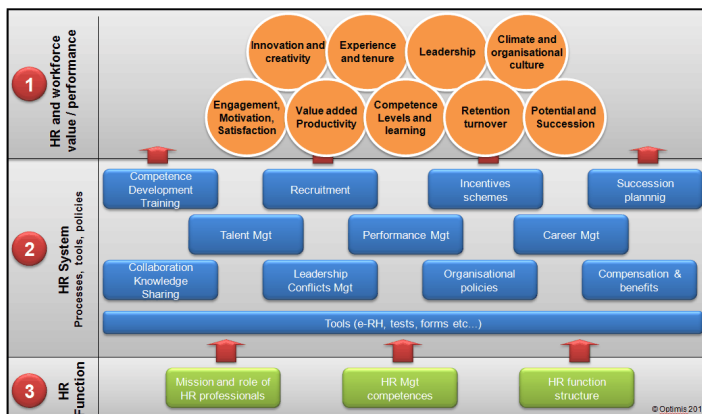
Innovation, Engagement, Performance, Turnover, Tenure, Leadership index, Motivation index, HR cost....and many other metrics which are reflective of the organisation's success, and split by talent group, regions, function or any demographic category you need!

We can help you get and distribute this information!

Our approach includes:

- ▶ Identification of strategic organisational questions to address
- ▶ Identification of HR performance drivers
- ▶ Definition of appropriate HR metrics
- ▶ Descriptive and predictive Analytics (statistical methods, regression, correlations to other organisational Key Performance Indicators etc...)
- ▶ Process definition and application on acquiring (using existing HRIS sources, surveys etc.) and metrics distribution
- ▶ Design of the appropriate dashboard for follow-up by stakeholders
- ▶ Implementation of the required tool
- ▶ Training of selected internal analysts and stakeholders

The HR & Workforce metrics model



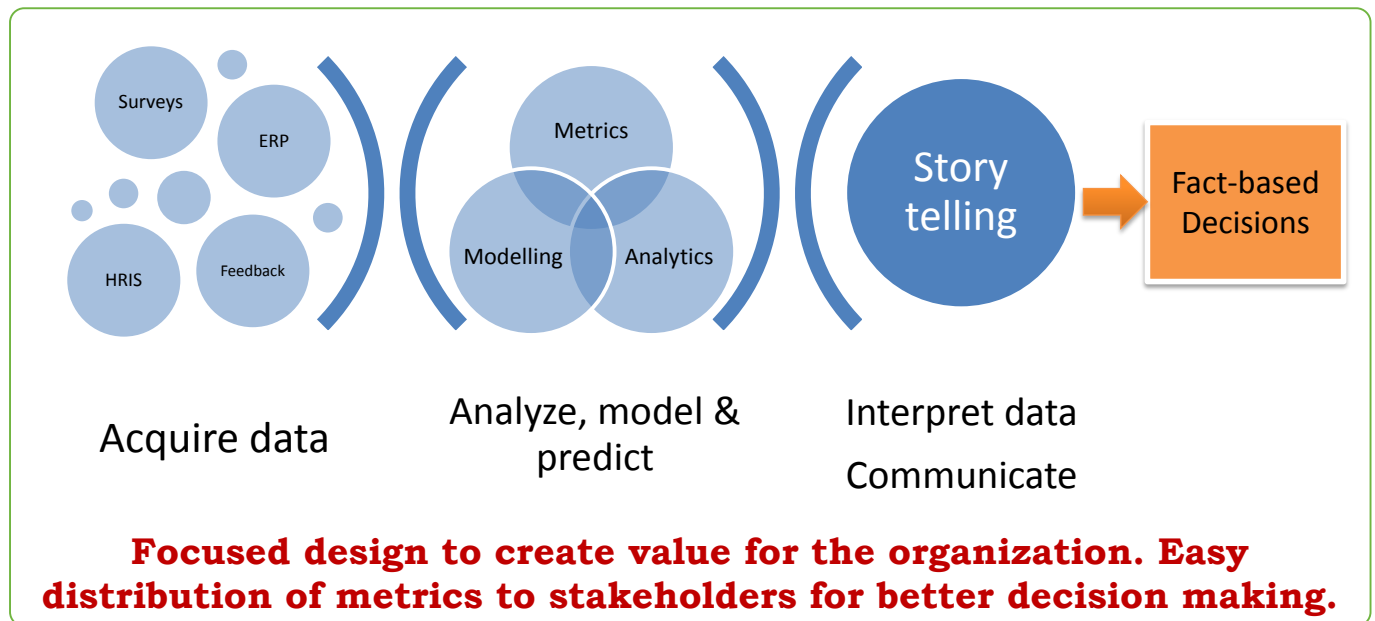
Focus on high value analytics with direct impact on business !

If you can **VISUALISE** it you can **MEASURE** it, and if you can measure it you can **MANAGE** it for continuous **IMPROVEMENT**.



A smooth process from diagnostic to decision

Our process is tailored to the needs of your organisation. We can support you during any phase of the process to succeed in the design and the implementation of your People Analytics needs. The critical success factors are: **A.** Identifying and prioritising value metrics in each category; **B.** Identifying sources of data to build the metrics; **C.** Identifying available demographic and talent categories for reporting; **D.** Designing the reporting tools for the metrics **E.** Story telling to the right stakeholders.



Key success factors for a successful approach

From our experience, the key success factors to implement a solution that brings immediate value are:

1. HR analytics must respond to key strategic questions
2. Metrics and analytics must be segmented by talent groups
3. Include qualitative analysis where ever possible
4. Story telling when distributing analytics to Management
5. Integrate business data in your analysis
6. Integrate people data from multiple sources



First class business intelligence software

The Optimis People Analytics Solution distinguishes itself by breaking the barriers of traditional business intelligence or data warehouse software solution. It provides HR and line Management with the indicators needed to understand and improve organisational and workforce effectiveness.

OPTIMIS is a firm specialised in Human Capital management. We offer consulting, learning and sourcing services. We always strive to exceed our clients' expectations by providing flexible, custom and innovative solutions through our engagement and professionalism. We are ready to quickly answer to your management challenges!

Our mission:

Building your future!



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