

# Virtual HR Analytics

Leveraging Advanced Analytics to Impact your People, Performance & Culture

Online | Wednesday, June 2<sup>nd</sup>, 2021

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## Agenda Overview

If data can be qualified as 'knowledge', then analytics must be akin to 'wisdom'. With the increasing volume of data available to organizations, leaders in the public sector are seeking deeper insights and visibility into their employees – so as to improve decision making and engagement.

Data and analysis capabilities have become critical to shaping and intelligently managing the realities of a distributed workforce. Forward-looking organizations are already leveraging the unprecedented capabilities data analysis and insights offer to dramatically improve decision-making and predict behaviors and outcomes.

By properly making use of your workforce's, and workplace, data – you can offer yourself increased flexibility and expand the bounds of data-driven decision making. Leveraging transformational decision-making capabilities and drawing from the insights that workforce analytics can provide will be critical to the ongoing success of your mission.

Public Sector Network's HR Analytics Virtual Event will provide perspective regarding the current HR and Workforce analytics landscape, technologies, and initiatives – while facilitating discussions surrounding applications towards workforce development and engagement.

## Who attends?

- Federal, State, Tribal & Local Government Leaders
- Chief/Director/Head of:
  - Human Resources
  - Human Capital
  - People
  - Talent Management
  - Workforce Planning
  - Workplace Analytics
  - Performance & Analytics
  - Diversity, Equity & Inclusion

## Speakers



**Robin Vazquez**  
Workforce Planning & Strategy Chief, OFM, State of Washington



**Sue Ann Richards**  
Workforce Research & Data Analyst, OFM, State of Washington



**Bobby Humes**  
Director Human Resources Department, City of Seattle (WA)



**Monroe France**  
Associate Vice President for Global Engagement & Inclusive Leadership, New York University



**Lawrese Brown**  
CEO, C-Track Workplace Education



**Richard Nuffer**  
CLO – Defense Commissary Agency, US Department of Defense



**Chas Fields**  
Senior Partner - HCM Advisory and Human Insights, UKG



**Jay Dorio**  
Principal, Employee Experience Solution Training, Qualtrics

## Reasons to Attend

Hear how innovative technologies and data analysis are changing the realities of work

Explore how leaders are leveraging data insights to driven decision making and inform diversity, equity & inclusion initiatives

Learn how organizations leverage analytics to reinvent HR and overcome key talent obstacles; while exploring opportunities to engage and inform

Hear from experts who have played major roles in the analytics transformation of HR on important challenges and solutions



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12:00pm ET 9:00am PT	Welcome from Public Sector Network
12:05pm ET 9:05am PT	<b>Chair Opening:</b> Examining the Opportunities of HR and Workforce Analytics in the Public Sector Erica Ford, Senior Manager, People Advisory Services, EY
12:20pm ET 9:20am PT	<b>Government Keynote:</b> Building a Legacy of Success: The Maturation Process of Becoming Best in Class Bobby Humes, <i>Director Human Resources Department, City of Seattle (WA)</i> Bridging the gap between where you are and where you should be is no easy feat. It requires lucid perspective, sound decision making, and a willingness to do the difficult things – that will make ‘Best in Class’ possible. Through culture, through technology, through engagement – Bobby Humes has been able to marshal the skills and passions of Seattle’s HR Department to reframe how they approach success. Explore Seattle’s maturation process and how they are rapidly becoming “1 City, 1 Team, 1 HR”.
12:35pm ET 9:35am PT	<b>Government Case Study:</b> Human Capital and Student Financial Aid in BC Caitlin Brownrigg, Director, Technology Partner, Workforce Innovation, Skills and Training, Ministry of Advanced Education, Skills and Training Government of BC Alys Pivetta, Product Owner, Modernization of Student Financial Aid (the MOD Project)
12:50pm ET 9:50am PT	<b>Partner Session:</b> Leveraging Data to Maintain an Equitable and Engaged Workforce Chas Fields, <i>Senior Partner - HCM Advisory and Human Insights, UKG</i> Join Chas Fields, Sr. Partner - HCM Advisory and Human Insights at UKG, to discuss tactics he uses when consulting with organizations across the globe about their workforce. Topics to be covered are DEI (diversity, equity and inclusion), pay grades, and job leveling. Learn how to how to analyze your WFM/HR data to make better-informed decisions within your public-sector organization.
1:05pm ET 10:05am PT	<b>Government Case Study:</b> Leveraging Power BI & Dashboard Visualization of Workforce Analytics to Inform Strategic Decision Making Robin Vazquez, <i>Workforce Planning &amp; Strategy Chief, OFM, State of Washington</i> Sue Ann Richards, <i>Workforce Research &amp; Data Analyst, OFM, State of Washington</i> Leveraging data to ensure that evidence-based workforce planning, recruitment, and retention goals are met is a key use of workforce analytics, especially in a pandemic-impacted world. But how do you leverage data if you cannot visualize it? Join the team from the Office of Financial Management in Washington State to explore how to leverage Power BI and produce accessible visualizations of Workforce and HR Analytics, allowing you to re-imagine decision making, communicate more clearly, and the impact upon the candidate and employee experience.
1:20pm ET 10:20am PT	Break

1:25pm ET 10:25am PT	<b>Partner Session:</b> Exploring the Technologies Transforming the HR Function Through Data-Driven Decisions Making  Jay Dorio, Principal, Employee Experience Solution Strategy, Qualtrics  With a plethora of new technologies and services making HR engagement and communication easier than ever – how do you sift through the noise and find the right solution for your organization, and your stage in the analytics journey? Explore examples of how-to best leverage, deploy, and maximize the technologies on offer and how to differentiate the best solution for your situation.
1:40pm ET 10:40am PT	<b>Panel Session:</b> The Future of Diversity, Equity, & Inclusion in the Age of Apps, Analytics, & Automation Moderator: Lawrese Brown <i>CEO, C-Track Workplace Education</i>  Monroe France, <i>Associate Vice President for Global Engagement &amp; Inclusive Leadership, New York University</i>  Bobby Humes, <i>Director Human Resources Department, City of Seattle (WA)</i>  Robin Vazquez, <i>Workforce Planning &amp; Strategy Chief, OFM, State of Washington</i>  Richard Nuffer, <i>CLO - Defense Commissary Agency, US Department of Defense</i>  As we’ve explored during the program – we are able to leverage analytics for a variety of uses – but how can we leverage those insights to make headway into an enduring challenge around the country, and in workplaces large and small; improving diversity, equity, and inclusion in the workplace? The panel discussion will convene a group of leaders focused on: <ul style="list-style-type: none"> <li>• Improve equity, diversity &amp; inclusion initiatives, and programs by leveraging data &amp; analytics</li> <li>• Using data analytics to improve Learning &amp; Development programs</li> <li>• Explore the methods by which data can improve visibility and reduce existing inequities</li> <li>• Discuss when data and analytics may not be the best source of insight</li> </ul>
2:10pm ET 11:10am PT	Closing remarks from the Chair

## Partners

