

# Learning Remotely

4 Modules, 2 group learning hours in each module

## Module 1

### Why People Analytics? Fundamental changes

A review of new demands in HR and the state of affairs in this profession.

#### Session outline:

- How HR create business value?
- What is PA? What is not PA?
- Applying PA: Is there a skill gap in HR?
- What is ELV? How it is relevant to PA?

#### Background and supplement materials:

- [HR Dashboards are not People Analytics – but you need both!](#)
- [Who are you my fellow “People Analytics Leader”?](#)

## Module 2

### The Role of People Analytics Leader in the organization.

Practical guidance in starting the journey to data-driven HR.

#### Session outline:

- What are the 5 perspective of PA?
- How to formulate business questions?
- Why HR data is a mess? What to do?
- How can I handle data fallacies?

#### Background and supplement materials:

- [People Analytics: Your very first step in a long journey](#)
- [Workforce data is a mess! What can you do about it?](#)

## Module 3

### People Analytics Case Studies and Simulations.

Real-world use cases of People Analytics

#### Session outline:

- Three Levels of Analytics
- Gender diversity and gap – part 1+2
- From Statistics to ML & AI
- Employee attrition – part 1+2

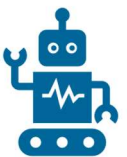
#### Background and supplement materials:

- [Gender Pay Gap and People Analytics: A Practice with Open Data](#)
- [Predicting Employee Attrition](#)

## Module 4

### Emerging trends of HR tech.

A review of HR-tech innovation along the employee lifecycle.



#### Session outline:

- How to classify PA and HR-tech?
- Why Procurement is important?
- Why Ethics is important?
- How to re-define my HR leader role?

#### Background and supplement materials:

- [An employee in the big data era: Will you let robots determine your future at work?](#)
- [Will People Analysts always be human?](#)

