

HEALTH WEALTH CAREER

MERCER TRAINING SERIES SPRING 2016 DATA DRIVEN LEADERSHIP

UNLOCKING THE VALUE OF USING
DATA TO DRIVE THE DECISION
MAKING PROCESS



MAKE TOMORROW, TODAY



TAKING HR TRAINING TO A TRANSFORMATIONAL LEVEL

At Mercer Learning this is what we can enable you to create. It's great people that make great organizations, and as it becomes more critical than ever that HR is equipped to provide strategic insight, our training and development courses will equip your HR function to be at the frontline of efficiency and performance.

UNLOCKING THE VALUE OF USING DATA TO DRIVE THE DECISION MAKING PROCESS

Organizations have undeniably entered the era of “Big Data” and the data driven decision making approach is gaining popularity within the enterprise, as market pressures mount.

Today, more than ever, HR professionals and operational managers need to know to harness the power of data, how to apply it to strategic decisions, and how to more effectively lead in order to drive business results.

As a result of Mercer’s research and observations over recent years we developed Data Driven Leadership training series, which reveals how to better leverage data to plan for tomorrow, engage, elevate performance, and turn strategies into reality.



“Learn from practical challenges and real life case studies taught by expert practitioners in the field who practice what they teach every day!”

THIS TRAINING SERIES IS BUILT AROUND FOUR MODULES THAT CAN BE CONSIDERED ON A STANDALONE BASIS OR AS AN INTEGRAL PART OF A SERIES.

WORKFORCE ANALYTICS

Business and HR leaders have been managing their workforces in the dark, based on a gut-instinct and intuition. Given the growing complexities of the workforce, this approach is no longer acceptable. Businesses are demanding insights from HR. Mercer's training series provides HR and business professionals with a proven approach and practical guidance of how to use data to make a real difference to how an organization manages its workforce. The series covers strategic workforce planning, metrics and analytics in multinational and domestic organizations.

Overview

Making Workforce Decision in the Dark? Most organizations struggle with the application of workforce analytics to deliver real insights and ignite action that leads to change. Often the focus is only on descriptive metrics showing historical trends.

Although this is valuable, it is often not enough to drive effective interventions and actions. In our Advanced level training we will show you how to identify hotspots as well as equipping you with more advanced techniques needed to predict the future, understand leading indicators and initiate change in your business.

Learning objectives

- Understand the range of techniques that can be used to carry out in-depth analytics.
- Apply a combination of techniques in the context of an organization's workforce issues.
- Learn how to conduct forecasting, cost-models, correlations and predictive analytics in practice.
- Learn how to interpret an Internal Labor Market (ILM) Map.
- Explore applications to specific workforce issues such as recruitment, turnover, nationalization and business outcomes.
- Use the framework of data, dialogue, action, and results to achieve the power of storytelling.
- Complete an action plan to overcome an obstacle to implementing metrics and analytics in your workplace.

24 APRIL - 25 APRIL 2016
INSTRUCTOR LED TWO DAY
TRAINING IN DUBAI, UAE



STRATEGIC WORKFORCE PLANNING

Organizations are good at identifying and mitigating most business risk. Yet, when it comes to finding the right workforce today — and forecasting for tomorrow — many companies are at a loss. Why? Shifting demographics, globalization, and technology are changing the available talent pool and altering the traditional employer–employee relationship. The changes are profound for all industries, but especially for those that rely on experienced, highly skilled employees. We have a solution. Mercer’s systematic approach forecasts risks; finds the right balance of quantity, quality, and location of critical talent; and pinpoints internal supply of and demand for critical skills and roles under multiple business scenarios. Our integrated approach identifies and addresses critical gaps between current workforce resources and future needs, and finds actionable solutions.

Overview

Dealing with Today’s Workforce Issues and Not Tomorrow’s? What critical skills and capabilities does your company need to retain to ensure that the right talent, in the right jobs will secure a company’s long-term growth? Mercer’s training is designed to help your organization effectively launch a strategic workforce planning process and work toward achieving long-term success.

Learning objectives

- Understand what strategic workforce planning is, and how it is different to other business and talent planning processes.
- Identify the key steps in the strategic workforce planning process.
- Translate the organization’s business strategy into workforce implications.
- Learn when and how to use analytics to support supply and demand analyses and future projections.
- Learn the appropriate analysis to identify workforce gaps and risks.
- Link the workforce planning outcomes with the organization’s talent strategy.
- Understand key factors for building workforce planning capability and how to “phase in” workforce planning in your organization.

27 APRIL - 28 APRIL 2016
INSTRUCTOR LED TWO DAY
TRAINING IN DUBAI, UAE

STRATEGIC PARTNERING FOR HR

Organizations haven't always adequately invested in their HR talent. With changes afoot in the world of work, this investment has never been more of a priority. Mercer can help. With HR-specific assessment tools, trainings on trending topics such as "telling a story with data," and strategic partnering, Mercer leads HR professional development to equip your HR department with powerful new skills. Strategic Partnering for HR (SP4HR) is a 2.5-day experiential learning program created by Mercer in response to the growing need to support HR leaders to make a real difference to bottom-line, sustainable results; to the way HR is perceived as a value adding business partner; and to build their personal brand by developing cutting-edge skills.

“Benefit from attending Mercer’s experiential and developmental program led by people who do this work, not trainers.”

Learning objectives

This is a Mercer signature program designed for professionals seeking to develop their ability to link strategy to the talent agenda, operate under a strategic partnering paradigm and build selfinsight through a collection of tools and exercises designed to stretch and develop them. Participants will learn:

- How to balance the transactional, tactical, and strategic demands the business makes on HR, how to deliver most value to line and other business leaders and stakeholders.
- The required behaviors, skills and capabilities around data – a new level of business acumen around how to tell a story with data to tell.
- An effective story with data that will support strategic decision making and driving impact.
- How to drive consensus and action using HR data to tell compelling business stories.
- New abilities to read, anticipate, and manage potential conflict situations using the Thomas-Kilmann conflict handling modes instrument.

08 MAY - 09 MAY 2016
INSTRUCTOR LED TWO DAY
TRAINING IN DUBAI, UAE

LEADING FOR SUCCESS

For many companies, demand far exceeds supply when it comes to both today's top leadership talent and tomorrow's leadership bench. This gap, plus the inability to find or afford leaders in the open market, is steering many companies toward "building" their own internal supply of leaders. But in today's rapidly changing global context, even born leaders must develop multidimensional capabilities and instincts to adapt to globalization, constant change, cultural norms, and so much more. This is where Mercer comes in. We help organizations build their pipeline of highly skilled leaders through a full suite of leadership solutions – from strategy development through delivery, including our proven Leading for Success training.

Overview

Leading for Success is ideally suited to companies operating in high-growth markets and requiring rapid interventions to develop local leadership skills and behaviors... without breaking budgets. Our unique approach leverages leading edge leadership and training theory, proven methodologies, and practical experience gained through developing thousands of leaders worldwide. The results are unmatched when it comes to equipping managers of managers and experienced front-line leaders with the self-awareness and skills to successfully lead teams and execute with results.

Learning objectives

- **LEADING MYSELF**
Developing self-awareness and understanding leadership in context. What is leadership, how does it differ from what I'm doing now, and what are the gaps in my skills?
- **LEADING OTHERS**
Developing competence and confidence in aligning teams and individuals. How do I go about setting direction and gaining the commitment of others to follow along?
- **LEADING FOR RESULTS**
Broadening skills to ensure success from teams and individuals.

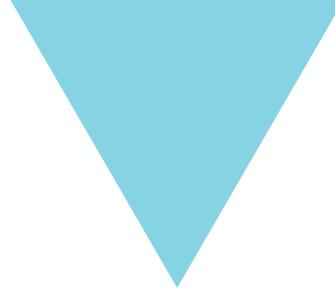
11 MAY - 12 MAY 2016
INSTRUCTOR LED TWO DAY
TRAINING IN DUBAI, UAE

EARN SHRM ACCREDITED PROFESSIONAL DEVELOPMENT CREDITS (PDC) THROUGH DATA DRIVEN LEADERSHIP PROGRAM

Data Driven Leadership is recognized as a SHRM Preferred Provider – this status means that upon completion for each module participants qualify for PDC hours to apply to SHRM credentials.

Professional development is critical to help you be at the top of your game, and we are pleased our program is accredited by SHRM to support your continued learning.





CONTACTS:

TO LEARN MORE ABOUT
COURSES AND TO REGISTER

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