

Andre Degreef

Making Numbers Meaningful



Australian
Higher
Education
Industrial
Association

Understand

Your Team
Your Organisation
Your Audience

**Good teams are
like diamonds...**

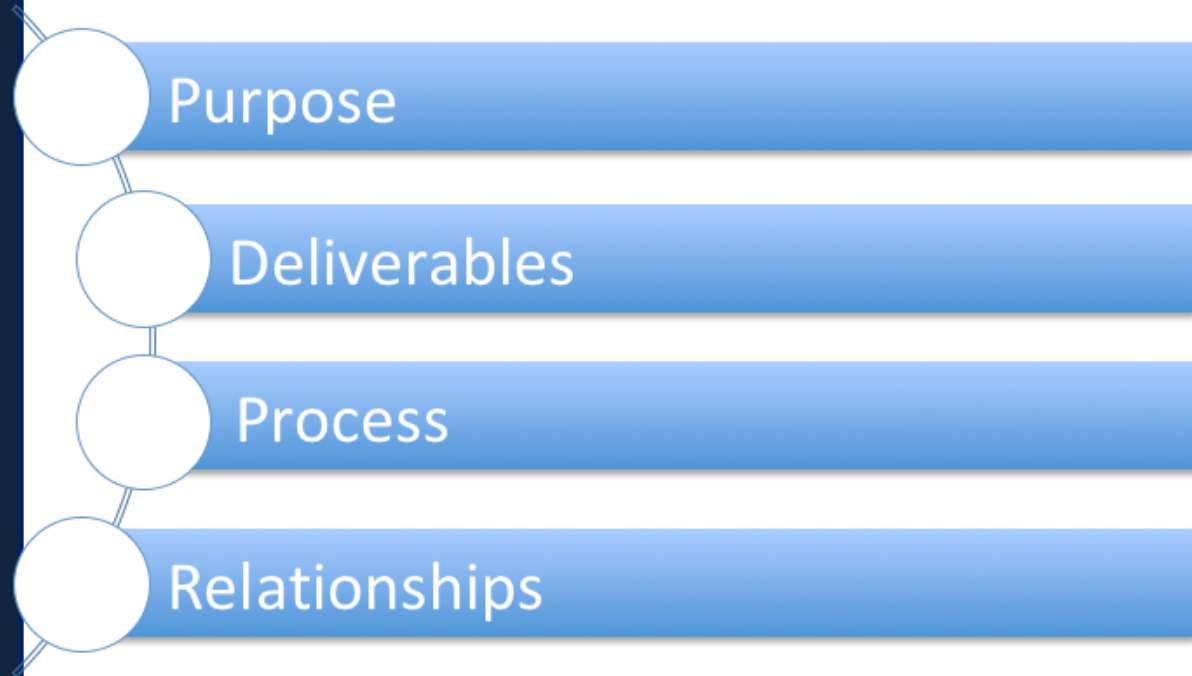


**The best results
come from looking
below the surface
and adding a bit of
polish.**

Understand Your Team

The four Cs

Clarity



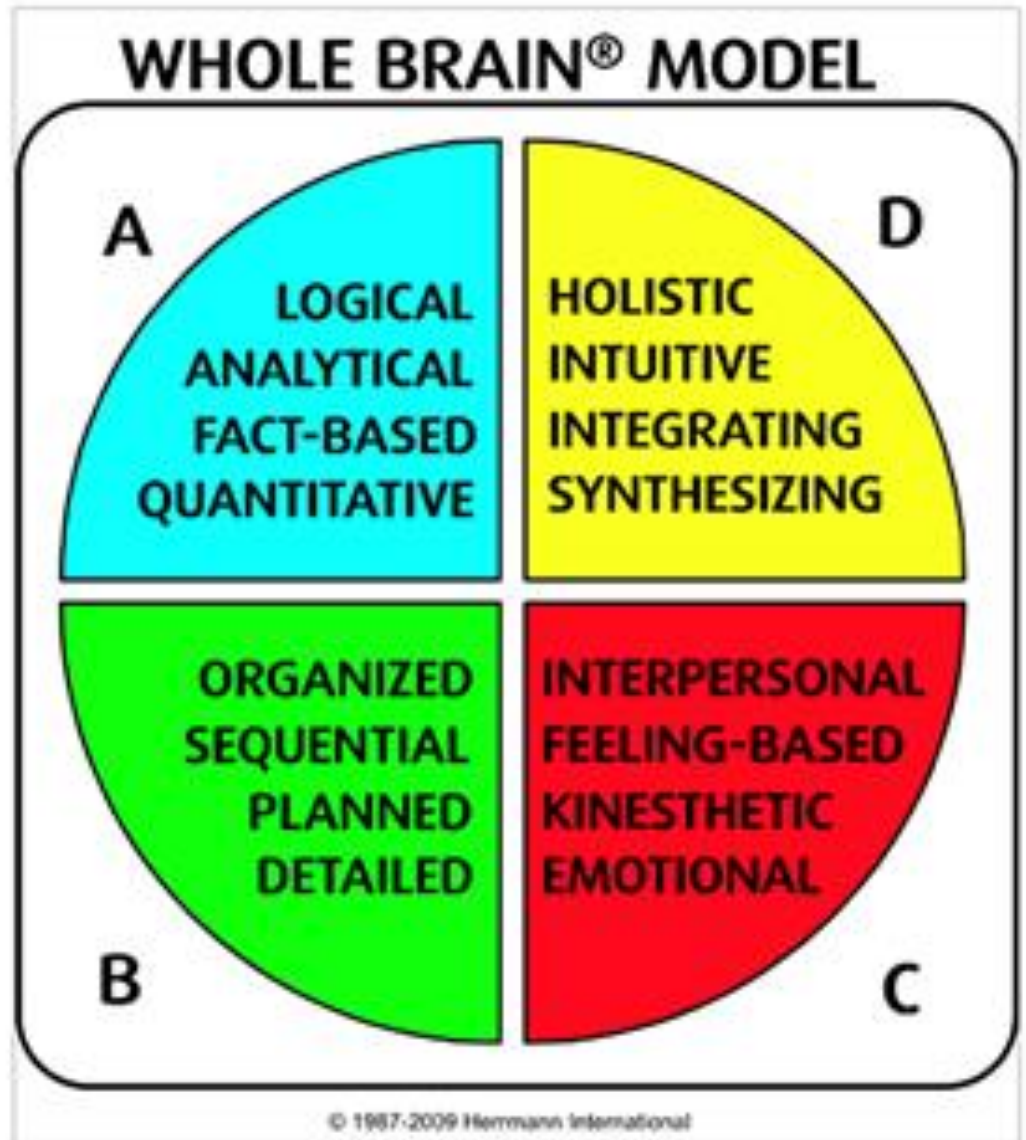
Cut

Structure

Skills

Synergy

Colour



Carat Weight

**Do you have the
resources you need to
deliver what is expected
?**

**Strategy
Setting
Signs
Segmentation**

**Understand
Your
Organisation**

Strategy

(The world according
to Sun Tzu)

**“Strategy without tactics is
the slowest route to victory,
tactics without strategy is
the noise before defeat.”**

Sun Tzu,

**“There is nothing so useless
as doing efficiently that
which should not be done at
all.”**

Peter Drucker

**“What’s the use of
measuring speed if
you don’t go in the
right direction”**

Anonymous

Setting

The Economic Setting

The Business Setting



The Technological Setting

The Demographic Setting

The Technological Setting

aka

The Rise of the Machines

The world's first [driverless urban transit systems](#) the Port Line in Japan opened in 1981, followed closely by the [VAL system](#) used on the [Lille Metro](#), which opened in 1983.

And the Pulitzer goes to... a computer
Computer-generated copy is already used in sports and business reporting - will machines soon master great storytelling?

Robots threaten 15m UK jobs, says Bank of England's chief economist

Results of the Bank's study, Andy Haldane said, suggested that administrative, clerical and production tasks were most at threat

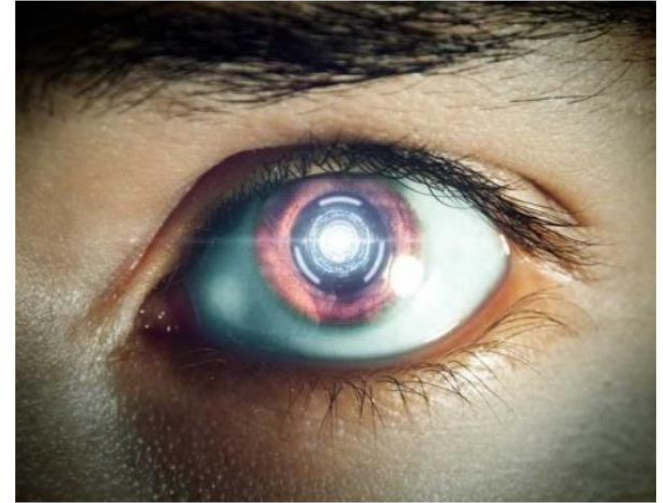
Technology could make almost 40 per cent of Australian jobs, including highly skilled roles, redundant in 10 to 15 years, a new report has found.

"We get AI to do a bunch of things cheaply, efficiently and accurately — which is most important," says Wendy Miller, partner and co-head of real estate disputes at BLP. "It leaves lawyers to do the interesting stuff."

The Technological Setting

WASHINGTON (Reuters) - In the ever-expanding contest between artificial intelligence and the ordinary human mind, you can chalk up another one for the computer.

Scientists have developed a computer system with sophisticated pattern recognition abilities that performed much better than humans in differentiating between people experiencing genuine pain and people who were just faking it.



Pixabay: thehorriblejoke

Smart Assistants

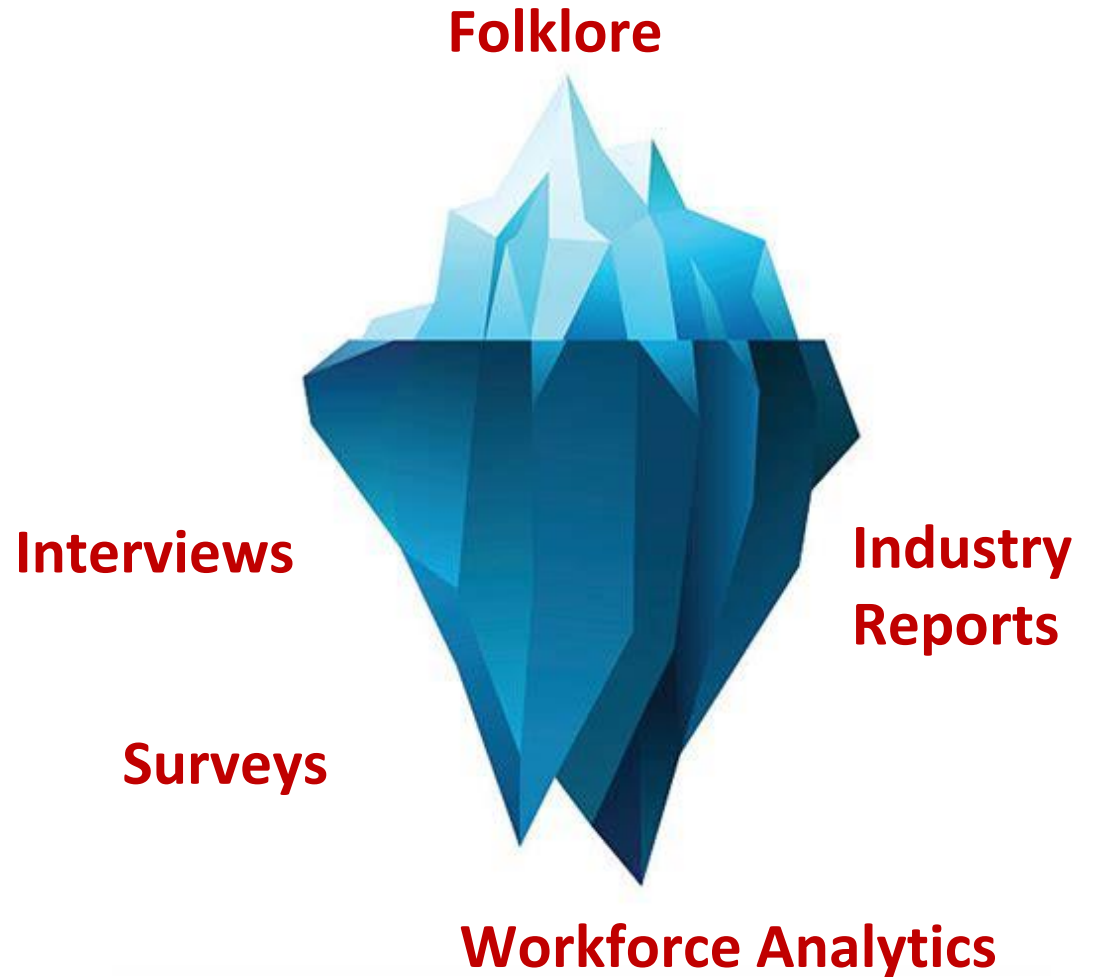
AI-based assistance can drive relevant and contextual alerts to managers based on conversations occurring within an organization to identify what needs to be addressed without wasting any time. Following the lead of Amazon's Alexa, Microsoft's Cortana, and Cisco's Spark smart assistant system, a range of companies [are designing various workplace applications](#) to sync with smart assistants.

Signs

*What analysts
see.*



What others see.



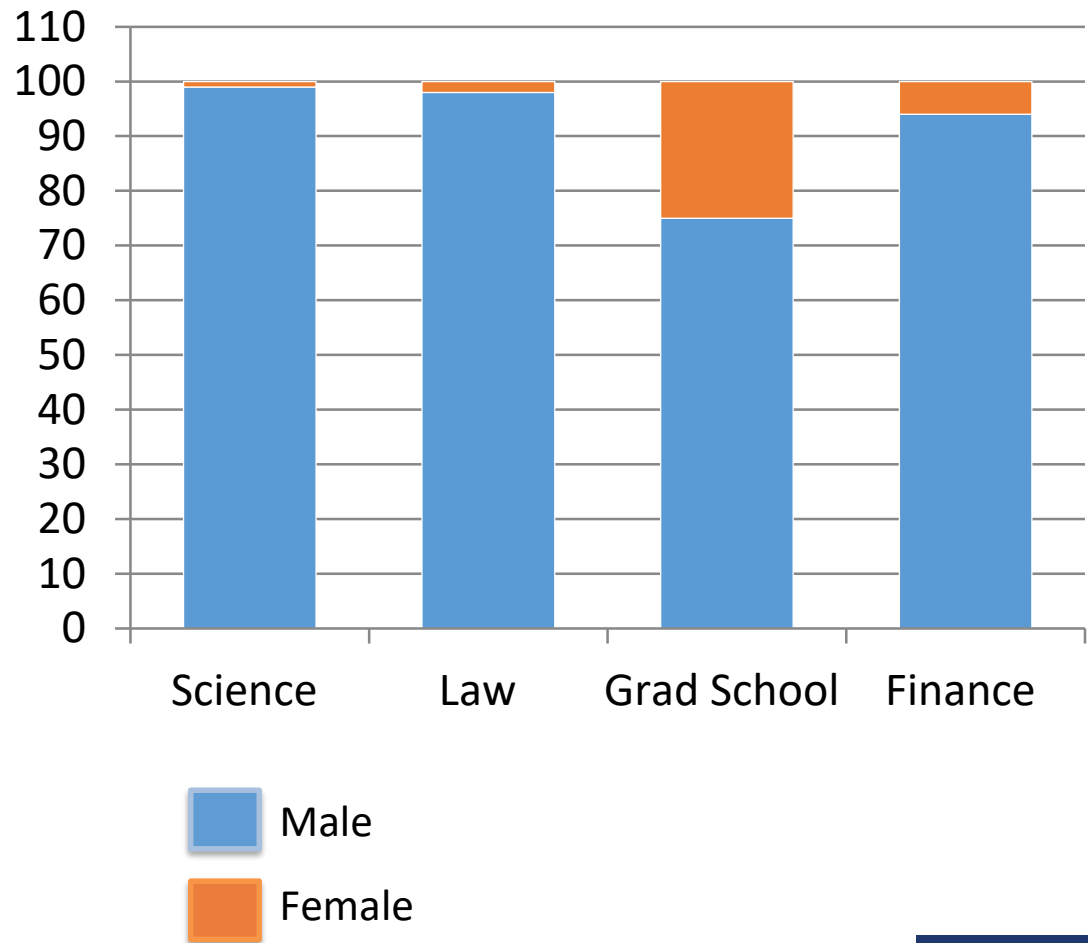
Segmentation

Current % Female Admin Officers 25%

Current Women in Leadership 15%

Segmentation

Admin Officer Gender Profile



**Maturity
Culture
Relationships**

**Understand
Your
Audience**

Bersin Analytics Maturity Model

HR Analytics Maturity Model



© Bersin & Associates, 2012 "BigData in HR Research Study"

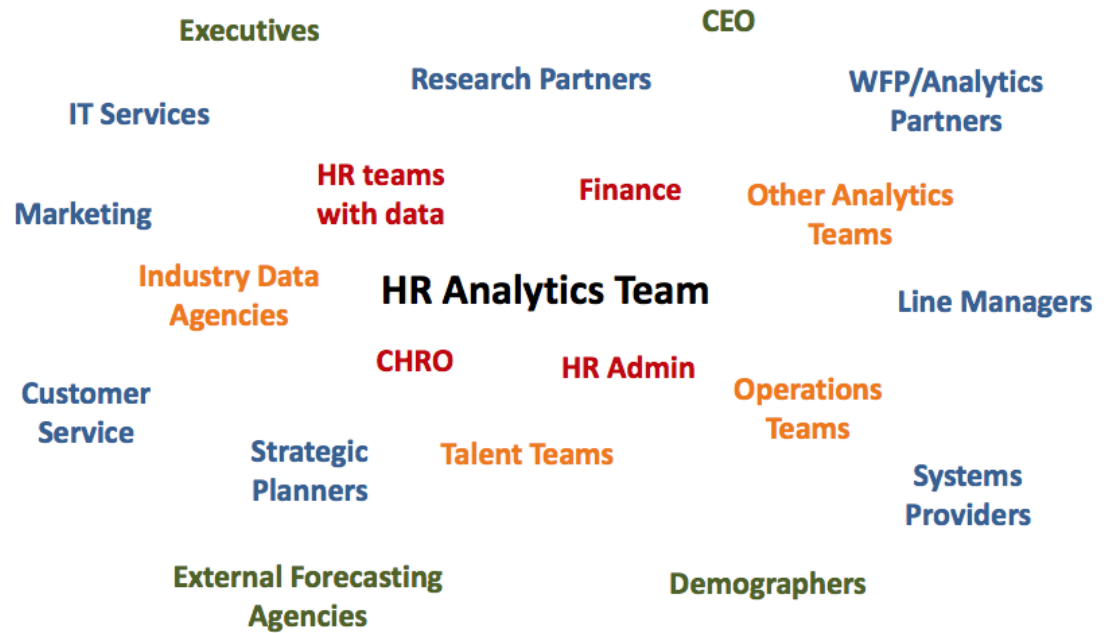
Culture

 36%

or

$$\overline{D}_t = \left\{ \begin{array}{l} [D_{t-(p/2)} + D_{t+(p/2)} + \sum 2D_i] / 2p \text{ for } p \text{ even} \\ \text{(sum is from } i = t+1-(p/2) \text{ to } t+1+(p/2)) \\ \\ \sum D_i / p \text{ for } p \text{ odd} \\ \text{(sum is from } i = t-(p/2) \text{ to } t+(p/2), p/2 \text{ truncated to lower integer)} \end{array} \right.$$

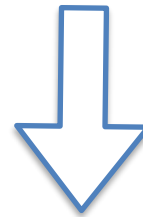
Relationships



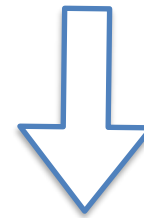
Triggers for Action

Child Safety Officer Turnover

35% separation rate



\$50,000 cost per separation



**1,500 hours lost service delivery
per separation**

**The
Linguine
Principle**

**Governance
Monitoring
Review**

The Linguine Principle

Action



HR Analytics

**Vice Chancellors Committee
Senior Management Group**

Government Policy



**JCC
PSCC**

The Linguine Principle

**Finance
Marketing
IT
Faculties
Schools**

**OD Team
WHS Team
Engagement Team
Remuneration Team
Recruitment Team**

Governance

Monitoring

Review

Monitor Your Progress

Strategy

Deliverables

Process

Relationships

Signs / Metrics

Segmentation

Review Your Process

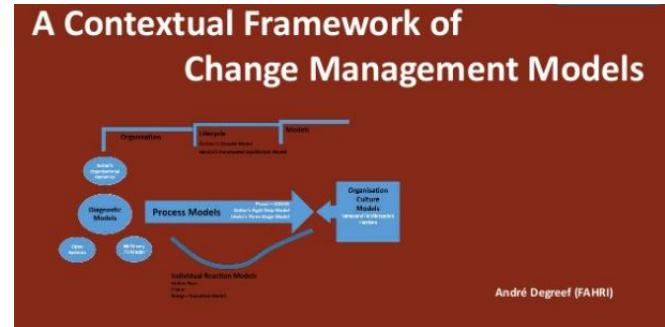


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Thank you - Questions ?

Creating an HR Analytics
Centre of Excellence

Andre Degreef

