

Begin Your Data-Informed Decision Making Journey





Required Data-Informed Decision Making Skills





Applying Data-Informed Decision Making





Case Study: Experian

experian...

Financial Impact

- Every percent cost \$3 million
- Had basic insights on why people were leaving

Results

- Enabled a tailored approach to benefits
- Provided informed retention strategies

Employee Retention

- Attrition was 4% over industry benchmark
- Staff turnover causing significant business disruption

- Utilized predictive modeling
- Equipped HR with advanced insight



Case Study: Credit Suisse

Financial Impact

• Recruitment and hiring costing the company

Results

- Refreshed company culture
- Saved \$70 million per year

Top Talent Flight Risk

- Loss of top talent over several years
- Competitive financial business space

- Evaluated 10-11 characteristics to predict attrition
- Provided early warnings to managers



Case Study: Best Buy



Financial Impact

• Recruitment and hiring costing each store

Results

- Redesigned training
- Boosted employee engagement
- .1% increase in employee engagement = \$100,000

Employee Retention

- Attrition was in the double digits
- Outdated training methods
- Employee engagement low

- Multi-year project
- Evaluated from the top down

Qlik Q

Case Study: Google

Google

Financial Impact

- Short experiment without any managers failed
- Time lost searching for answers

Solution

- Cultivated managers
- Improved employee performance

Value of Management

- Engineers didn't see value in managers
- Need data driven proof

- Determined managers were important
- Established eight good manager behaviors