

A unique opportunity not to be missed

Raising the Bar on Human Capital Reporting

An innovative and intellectually stimulating workshop that addresses some of the key contemporary HR challenges facing many organisations

Learn how to:

- Segment your workforce according to a more sophisticated model where one size doesn't fit all!
- Go beyond aggregated survey findings and "unpack" engagement index reporting
- Quantify your talent retention risk and associated imminent turnover costs in \$ terms
- Measure the ROI on people investments
- Report information that links people measures to business results

Plus:

- The 3 P's of why people leave organisations
- Why employee engagement indices are psychometrically flawed
- The psychological contract – a key engagement and retention concept
- 2 key drivers of retention
- The link between leadership, engagement, performance and retention
- 4 ways of increasing human capital
- Workforce analytics and extracting added value from your HR data

Presenters:



Colin Beames
Corporate psychologist
and creator of the WRDI®



Sebastian Salicru
Business Psychologist



About this Workshop

This workshop presents the latest advancements in the measurement and reporting of employee engagement and retention, including the quantification of talent flight risk. Using an intellectually stimulating and interactive forum, it introduces an innovative model that will appeal to HR professionals, managers, researchers and those wanting to lift the profile of the HR profession and enhance its perceived value.

What Gets Measured Gets Managed!

In the era of labour shortages, measuring, diagnosing and reporting on key drivers of performance and retention (which are related), are essential for people investment tracking, continuous improvement monitoring, and managing risk.

However, many HR and people management measurement systems are weak or non-existent. Typically HR professionals are not trained in measurement, with some lacking in knowledge of the right human capital measures based on empirical research.

This knowledge and reporting gap is exposing CEOs and Directors to significant risk. Additionally it has been a key factor in keeping HR from claiming their legitimate seat at the table.



What Workshop Participants Will Receive

Participants will also receive a sample Executive Summary of a Human Capital Report, which is typically presented to CEOs and other key senior decision-makers. This report incorporates a number of unique features, including:

- Reporting according to a skills' based workforce segmentation model;
- An integrated data model, that links demographic and historical data with attitudinal and perceptual data; and
- Dashboard indicators that link people measures to business results.



**Workplace Relationship
Development Indicator**

The WRDI Institute is one of Australia's leading specialist human capital firms, providing business-focused human capital metrics that link people with results.

Colin Beames, Director of the WRDI Institute, B.Eng, BA, MBA, Corporate Psychologist, is the creator of the Workplace Relationship Development Indicator (WRDI®), a "cutting edge" engagement and retention diagnostic tool, based on a model of the Psychological Contract.

Colin and one of his associates, Sebastian Salicru, will be facilitating this workshop.