

Melbourne Breakfast Preview

Raising the Bar on Human Capital Reporting

Tuesday November 13th 2007
Sofitel Melbourne

The WRDI Institute and Austin Strategic Research are pleased to invite you to a breakfast in Melbourne for a selected group of senior executives.

This breakfast is a preview of our up coming workshop at the ANZAM Conference in Sydney during December 2007.

Presented by

Topics to be addressed

- Segment your workforce according to a skills-based 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
- The 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



Colin Beames
Corporate Psychologist
and director of the
WRDI[®] Institute



Sebastian Salicru
Business Psychologist

About this breakfast workshop preview

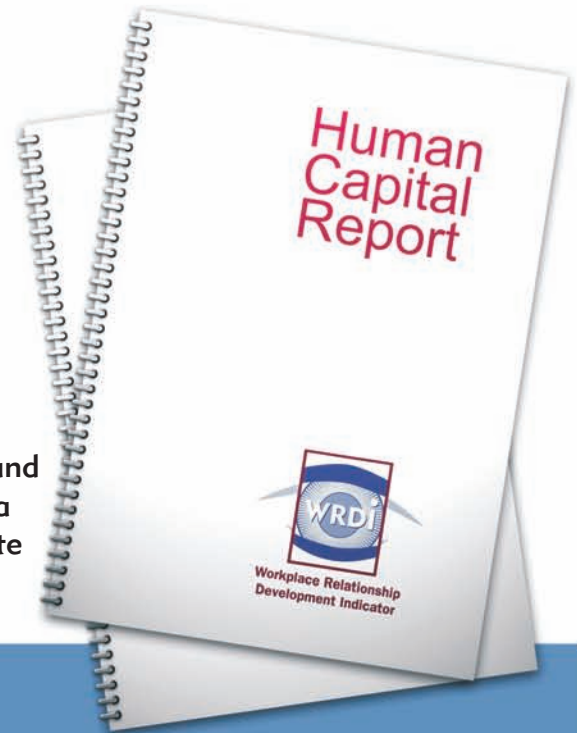
This workshop preview presents the latest advancements in the measurement and reporting of employee engagement and retention, including a patented risk-based methodology that quantifies talent flight risk and associated imminent turnover costs. It introduces a number of innovative models that will appeal to HR executives, managers and professionals, 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 you will receive

You will 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 perceptive data; and
- Dashboard indicators that link people measures to business results.

Seats are limited, to reserve yours call 1800 068 489



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

www.wrdi-institute.com



Austin Strategic Research provides organisational services and products. We deliver solutions for performance enhancement, engagement and retention, workforce capability and planning, skills analysis and development, performance management and learning management.

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