

The Universal Problem: Disconnected data in Talent & HR landscapes

Does this sound familiar?

“We have lots of data but we’re challenged for time and resources to wade through it. We’re in need of a solution to resolve the fact we have spreadsheet upon spreadsheet but little means of drawing insight from them or connecting the data in meaningful ways.”

“Having data was not our problem, we have always had lots of data. The issue lies in being able to draw insights from the data. We face barriers of time and resources as well as issues related to proliferation of the data in multiple systems that aren’t connected.”

Or how about this?

If either (or both) of these sound familiar, don’t worry, you’re in good company. Both of these quotes come from interviews with VPs of Human Resources and Talent. Truth be told, we could fill an entire book with comments and quotes from talent Leaders expressing the exact same sentiment.

In fact, it’s so common, we call it the **Universal Problem**. It happens when, despite an abundance of data there are challenges bringing it together, making connections across systems, and making sense of it all to drive better business outcomes.

Analytics can help resolve the Universal Problem.

The universal problem unpacked

If we unpack the Universal Problem further we quickly see why it's one that needs solving – and fast!

Multiple and Disconnected Data Sources place limits on the effectiveness and influence of TA:

MAJOR DRAW ON TIME & RESOURCES

- TA teams are typically not experts in statistics, analytics, etc., so naturally things take longer
- Multiple spreadsheets and manual work means a heightened risk of error

CAN BE STUCK IN REACTIVE AND TACTICAL MODE

- Role is often one of reactive data fetching / support
- Backward looking rather than uncovering trends and projecting the future

INEFFECTIVE COMMUNICATION / MISSED OPPORTUNITY FOR BUSINESS IMPACT

- TA challenged to credibly demonstrate the ROI of its activities
- Missing the critical linkages between TA activities and business outcomes

The universal problem - resolved

With a talent analytics partner you can start to resolve these issues:

Save Time and Re-Focus Resources

- ✓ shift time and resources away from data crunch-work and towards value-add contributions like translating insight into action

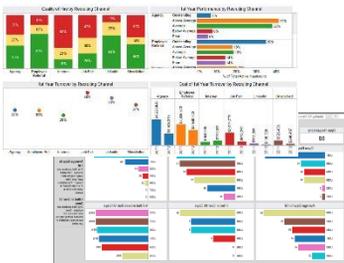
Move Forward with Momentum

- ✓ spend more of your time at the strategic level, translating insights into action
- ✓ go further with predictive capabilities

Communicate Effectively

- ✓ communicate fresh insights that link TA activities to business outcomes
- ✓ make use of powerful visualizations to 'show and tell' the people story

✓ Increase effectiveness, credibility and influence of TA



Start leveraging analytics to tell your people story. Contact us today to learn how quick and easy it can be to get going.

Contact us now!

