

Data. Makes you fly

Join me on the journey to data-driven HR

- 
- **Make people data valid for informed decisions and employee experience!**
 - **Improve business performance and enhance competitive advantage!**

People Analytics Mentoring - Why?

Does your company strive to rely on state-of-the-art methodologies and bases its decision making about people on data? Your valuable contribution starts with the proper analytical mindset.

The right guide in this journey is an expert in People Analytics, HR Data Strategy, and Organizational Research – the one who is always there by your side, in every step of your re-skilling and up-skilling, making sure that you understand and leverage data science concepts and HR-tech solutions.

Such a mentor will lead you to fulfill your role as an HR leader that is a real partner in improving business performance by informed decisions.



Scope and Long-term Deliverables

- ✓ **Support** the development and execution of People analytics strategy and enable data-driven decisions across the entire employee lifecycle. Determine relevant approaches for diagnostic and advanced analytics, including data requirements, trade-offs in analytical methods, and interpretation of results.
- ✓ **Deliver** answers to people analytics questions derived from business and HR executives, using different research methods, and provide compelling data visualizations that transform data analysis into meaningful insights and recommendations. Further develop the company's practices of employee reviews, engagement surveys, productivity and training effectiveness studies.
- ✓ **Contribute** to data-driven culture related to People. Train HR team to support the company's executives and managers in the areas of people metrics, reporting, and advanced analytics. Work with HR-tech and IT to structure and integrate internal and external data to expand the data universe.

"I worked with Littal during 2018, and I was fortunate to have her close guidance and advise. Littal helped me and my team understand how to use People Analytics tools to make informed business decisions based on HR data. We used several methods, including Employee Contribution Analysis, Survival Charts, and Breakeven Calculation. Littal shared with us researches and additional literature to expand our knowledge and conducted with us external research on benefits in the Israeli labor market. Thanks to Littal, we made great progress in 2018, and I'm looking forward to working with her in 2019."

*Michal Shoval
Human Resources Manager, GIA*



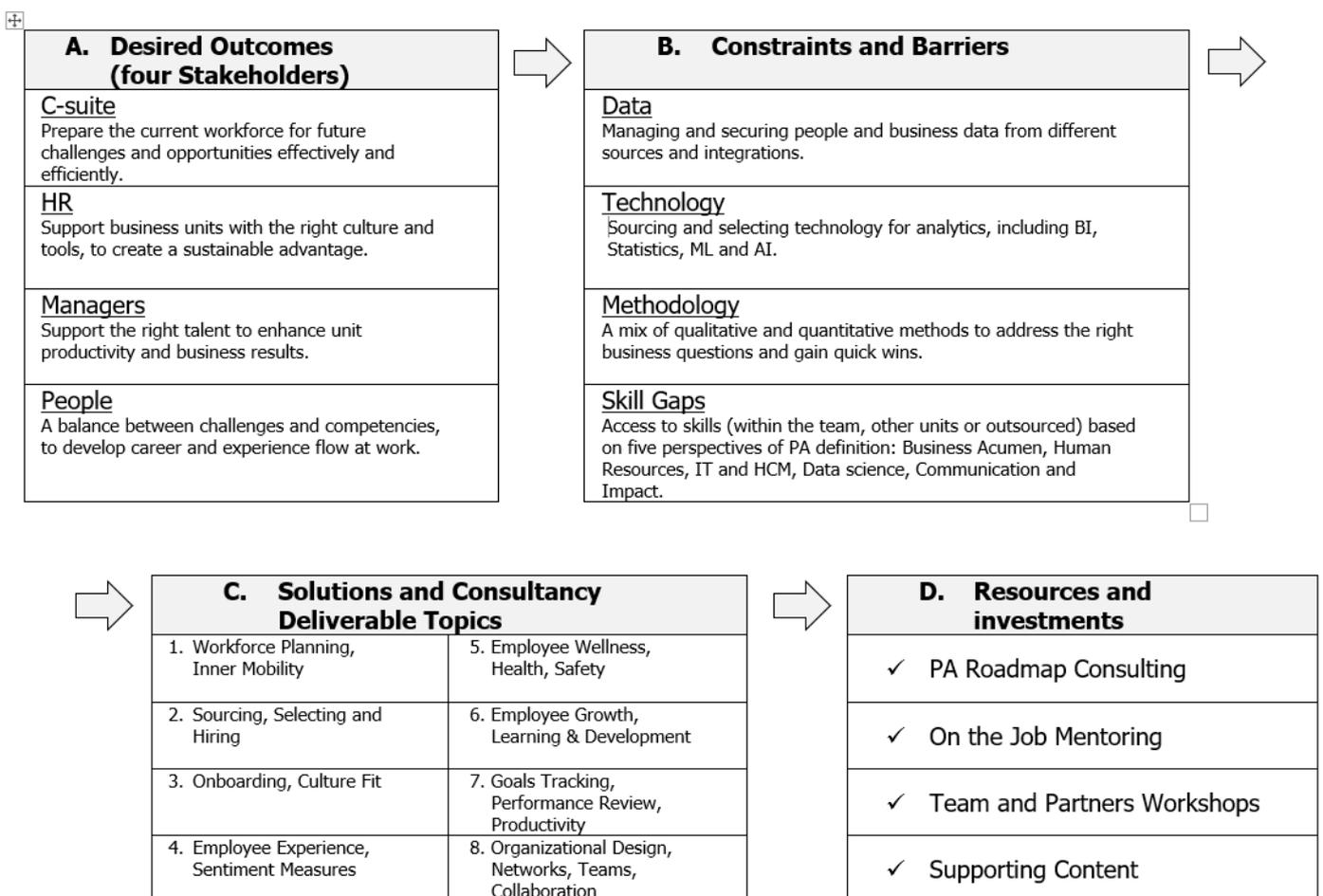
"Littal was in charge of Employee Engagement Surveys, from the implementation of statistical models and visualization to the strategic thinking about the results. Littal understood deeply and quickly, not only HR issues, but rather business challenges, and took an effort to bind the analytics to the company's metrics and goals. She played a vital role in the discussion about operative steps following the surveys and contributed to the management commitment to carry out them. Her work was impressively professional, dedicated, and pleasant, on the entire process. I look forward to continuing to work with her on People Analytics projects."

*Keren Halperin
VP HR, Feedvisor*



The consultancy value-oriented model

The consultant will base the processes and outputs on a value-oriented model, which includes four main building blocks (see below). The model enables to define the organizational desired outcomes, spot the barriers and constraints to achieve those outcomes, specify the solutions and the deliverable topics that enable overcome those constraints and barriers, and the resources required to do so. The contents of each main building block are modular and optional. Adjustment and fine-tuning occur during the consultancy, according to the company changing needs over time and its maturity in the People Analytics journey. However, it emphasizes the full spectrum of potential journeys into data-driven HR.



How will it work?



- Remotely and on the company's site in greater Tel Aviv area.
- Scope of work adapted to company's needs and its pace of development.
- Up to 20 working hours per month, set in weekly or bi-weekly meetings (short meetings, less than 2 hours, will be set remotely).
- Consider this consultancy as a work of a remote professional team member.



About Your Mentor

For more than 18 years now, Littal Shemer Haim supports organizations in the processes of data collection and analysis, assisting in creating comprehensions and insights that lead to effective decision making and actions.

- Littal brings Data Science into organizational activities, to guide organizations to base decision-making about people on data. Her experience in applied research, keen usage of statistical modeling, constant exposure to new technologies, and genuine interest in people lives, all led her to focus nowadays on People Analytics and HR Data Strategy.
- Littal holds a Technion M.B.A and B.A Economics and Management. She also holds a B.A in Psychology of Tel Aviv University, and Positive Psychology Certificate. Littal participated remotely in the Data Science Specialization of Johns Hopkins University, where she studied R programming and Practical Machine Learning. She also remotely studied Predictive Workforce Analytics at the University of California Irvine, Statistical Learning at Stanford University, and Data Science and Big Data Analytics in MIT xPro.



Littal Shemer Haim

Globally Recognized among...

- **60+ Top Global Influencers in HR Tech of 2019**
- **15 Women in HR Technology You Should Follow**
- **5 Top HR Bloggers You Need to Follow**
- **16 female must-follow influencers in HR Tech**
- **Top 89+ HR Analytics Influencers to Watch in 2018**



Frequently Asked Questions



Is it theoretical or practical?

The mentoring sessions combine theoretical and practical contents. You will acquire analytical mindset that will enable you to support business questions with HR data. You'll learn the foundations, review case studies and tools, so hopefully, you'll apply some of it in your organization, in accordance with its maturity.



Do I need a certain software?

You don't need to have or to purchase in advance any software or tech solution. During the mentoring sessions you'll learn to distinguish between solutions, so eventually your voice will be heard better, in procurement decisions or in communication with your internal or external analytics provider.



Will it help my Career in the HR domain?

The future of work, and the future of HR, will be completely different – much more automated, technological, and data-driven. Expanding your skills via People Analytics mindset and practices will help you to save your future spot. It will also enable you to contribute more to your organization, which may lead to career opportunities and growth.



Why should my employer support it?

The mentoring sessions enable to understand how people processes are related to business results. Your employer would like you to contribute in improving the return on investment in people, and in developing data-driven approach to people processes, using up-to-date technologies and methodologies.

Who else chose
Littal Shemer Haim
for
People Analytics
training, mentoring and consulting?

(partial list)

Amdocs, ATG, Bank of Israel, Biosense Webster, Bizzabo, Castro, Clalit, ClickTale, El-op, Elisra, Feedvisor, Galor Systems, Gett, GIA, Hadassah Medical Center, Here, IACC, IDF, Ikea, IronSource, Israel Electric Corporation, Ituran, JDC, Kidum, Leumi-card, Mayer Cars, Mekorot, Ministry of Health, Ministry of Trade and Industry, Nesher, Plarium, Riskified, Schindler, Sisense, Spiral Solutions, Strauss, Taboola, Technion R&D Foundation, Tikal, Toga Networks, Yotpo.



The People Analytics Journey

Introduction Lecture

Companies depend on people to deliver solutions and high standard products. Therefore, HR managements include in their strategic plan practices of People Analytics. This unique lecture is perfect as an introduction of the domain to the entire HR group in your organization. The Lecture includes a combination of the following four topics, that combines a conceptual cycle of the domain development. It includes visual slides that create an engaging experience. Supplement articles are offered, for comprehensive learning.



Why People Analytics? The Fundamental change.

- [HR Dashboards are not People Analytics – but you need both!](#)
- [Workforce data is a mess! What can you do about it?](#)

The Role of People Analytics Leader.

- [People Analytics: Your very first step in a long journey](#)
- [Who are you my fellow "People Analytics Leader"?](#)

People Analytics Case Studies and Simulations.

- [Predicting Employee Attrition](#)
- [Gender diversity in tech: Simple steps forward](#)

Emerging trends of HR tech.

- [Employee in the big data era: Will you let robots determine your future at work?](#)
- [Will People Analysts always be human? Procurement and Ethics.](#)



A Student's Experience

"I truly enjoyed participating in Littal's course. The mindset and perspectives that Littal brought to her training sessions helped me shape my professional approach and my role as People Analytics lead. Her class included the most recent theories and articles in the field. The mixture of lectures, exercises, and group discussions made it even more relevant. During the training, we discussed the challenges and burning issues that concern colleagues in the field. The answers and feedback given by Littal and the other participants contributed to my ability to connect general concepts and ideas to the daily life of a professional in the domain. For me, the course has been a significant learning experience as it helped me acquired the key foundations, as well as current trends in the field of People Analytics."

*Gal Mozes,
Organizational Psychologist and People Analytics
Amdocs*

