



Talent Analytics

Leading with Intelligence

We help organizations gain increased intelligence from their organizational data through predictive analytics and decision-making support.

“What are the common attributes of our star performers?” “Are our learning and development efforts increasing retention?” “Can we gain the same performance benefits by shortening the learning activities?” These are some questions vexing many senior leaders. Talent analytics can provide powerful answers by uncovering pivotal intelligence to support data-based decision making.

Leveraging our extensive industry experience we support the development of customized measurement strategies that are unique to your organization and relevant for HR and organizational decision making.

Sample projects

- ✓ HR measurement, metrics, and data Strategy
- ✓ Workforce Analytics
- ✓ Hiring System Validation
- ✓ Program Evaluation
- ✓ ROI and Utility Analysis

We have helped our clients derive data-based insights utilizing their system generated data or by developing a measurement strategy and new data collection plan.

We have expertise in working with various types of data

- Archival data
- 3rd party data
- New data collection
- Opinions
- Assessment
- Simulation
- Certification exam

Here's a sample of the types of analyses we have performed

Predictive/Inferential statistics such as

- Chi Square
- ANOVA
- Regression models
- Path Analysis
- Structural Equation Modeling
- Text/unstructured data analysis

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