



HR Trends



Special Edition Series of

Coffee Break with Game-Changers

with your host **Bonnie D. Graham**

Presented by 

HR Trends with Game Changers, Presented by SAP

Monday at 10 AM Pacific

October 29th 2013: **HR Trends: HR Analytics: Science or Art?**

Today's buzz: HR Analytics. Reality check. Your workforce could account for as much as 60 percent of your company's total operating expenses. That means your HR department should be applying as much intelligence – and the right kind of analytics – to your people-related decisions as other managers apply to finance, sales, production, supply chain and other business factors. For example, if HR is collecting activity metrics that lack a business performance context, they could be spinning their wheels and yours. The experts speak. Greta Roberts, Talent Analytics: "HR is the new Marketing."

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Featured Guests



Greta Roberts

Greta Roberts, Talent Analytics, Corp., CEO and Co-founder, is an acknowledged influencer in the field of predictive workforce analytics. Her continued vision is to bridge the gap between the business, predictive analytics and workforce communities. Since co-founding Talent Analytics in 2001, Greta has established Talent Analytics, Corp. as the globally recognized leader in predicting an individual's performance, pre-hire. Greta has a unique approach for innovating and staying ahead of the curve. Talent Analytics continues to be one of the only firms in the world directly predicting business outcomes (sales performance, # of calls, errors, and the like) instead of HR outcomes. In addition

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Holger Mueller

Holger Mueller is a Vice President and Principal Analyst at Constellation Research Group for the fundamental enablers of the cloud, IaaS, PaaS, with forays up the tech stack into BigData and analytics, and sometimes SaaS. He provides strategy and counsel to Chief Information Officers, Chief Technology Officers, Chief Product Officers, investment analysts, venture capitalists, sell-side firms and technology buyers. Prior to Constellation, Holger was VP of Products for NorthgateArinso, a KKR company; Chief Application Architect with SAP; VP of Products for FICO; and worked for Oracle in various management functions. Earlier in his career, he worked for SAP, starting the products suite that is

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Peter Howes

Peter Howes, founder and former CEO of Infohrm and now VP Workforce Analytics and Planning at SuccessFactors, an SAP company, has more than four decades of experience in human resources management. He has earned a distinguished global reputation as a pioneer and thought leader in HR metrics, analytics, and workforce planning. The Infohrm Program had more than 150 clients in Australia, North America, Europe, and Africa before Infohrm was acquired by SuccessFactors in July 2010. For the past five years, Peter has spoken at more than 500 conferences and workshops globally, and over the past 30 years has been involved in more than 100 consulting engagements in workforce planning and analytics.

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