Data and Analytics Framework Exercise

Tool to Use

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Brandon Hall Group Research Team

Instructions: Using the template below, leverage an example in your organization where there is a need for data and analytics and outline your approach.

EXPLORING THE NEED FOR ANALYSIS

a. Define the business need	
b. Apply design thinking to assess business need	
c. Identify data types and level of analysis required	

DATA SOURCING AND ANALYSIS

a. Identify data sources

b. Collect and scrub data

c. Conduct analysis

d. Develop insights from analysis

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CREATING THE BUSINESS CASE FOR CHANGE

a. Create and prioritize recommendations from insights	
b. Identify resources and timeline needed to execute recommendations	
c. Develop change-management model to prepare for change	

IDENTIFYING BUSINESS OUTCOMES TO MEASURE CHANGE

a. Create KPIs to measure change progression	
b. Identify time intervals to measure change	
c. Develop scorecard to track KPIs	
d. Identify opportunities for additional analysis	

About Brandon Hall Group

Brandon Hall Group is an HCM research and advisory services firm that provides insights around key performance areas, including Learning and Development, Talent Management, Leadership Development, Talent Acquisition, and HR/Workforce Management.

With more than 10,000 clients globally and 25 years of delivering world-class research and advisory services, Brandon Hall Group is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

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