

Analytics

actionable people insight



Drive business *improvement*, target ER challenges and make *smarter* workforce decisions through visibility of key people data.



empower analytics creates visibility across your organisation of all aspects of people management, helping you to understand your ER challenges.

Our analytics solution, **Insight Manager**, combines key case information from the **empower** technology set with your people and organisational structure data. The output is a series of user-friendly dashboards, which visualise key measures, snapshots and trends that paint a picture of your people across your organisation.

“We have access to more data, allowing us to identify potential issues much earlier and address challenges before they become issues.”

Rob Divall
Group HR Director
Aldermore Bank

Visibility of people metrics

Get visibility of people metrics across your organisation in one place, at the touch of a button. With your data refreshed as frequently as daily, you have instant sight of volumetrics, the ability to break down by reasons and outcomes and, if required, drill down to case-by-case detail.

Intuitive dashboard visualisations

Insight Manager delivers easy-to-access and easy-to-use dashboards, lifting up the key messages from your data and presenting the stories they tell in straightforward visualisations. Instantly change the view by dimensions such as policy area, location or business structure.

Surfacing insight through analytics

Key to our analytics provision is the insight that it provides which will enable you spot trends and make smarter, better informed decisions. **Insight Manager** dashboards are straightforward to use and interpret data in an easy and efficient way, so you'll find it easy to make sense of. Complementing this, our Insight Team deliver quarterly and annual service reviews with their own insight, aligned with your HR and business strategy.

Benchmarking your business performance

Everyone loves to see how their performance compares and **empower** allows you to do just that. **Insight Manager** contains a benchmarking dashboard that enables you to compare key metrics such as cases opened or warnings issued per head between different parts of your business. And with the support of our Insight Team, we can share with you anonymised benchmarking of your business with comparator organisations.



Actionable people insight

"I have collections of people data in different places, so it's difficult to see the whole picture."

Greater people metric visibility

The **empower** solution can support the complexities of your organisation, including different companies, brands and unharmonized policy sets. Whether the line manager or HR function manages cases, all the data is collected in a single source and output through **Insight Manager** as an aggregated picture across your organisation.

"I want to be able to compare the people performance in different areas of my business and with other organisations."

People metric benchmarking

Using the people and organisational data collected through empower, Insight Manager will allow you to benchmark data from different structural and locational parts of your organisation. Our analytics team can also support your understanding of your business by benchmarking activity with comparator organisations.

"At the moment, getting visibility of people metrics is hard work -collecting, cleaning and outputting management information. I need this to be easier."

Information at your fingertips

Insight Manager contains a suite of management information dashboards that visualises key people metrics, including snapshots of what's happening now, trends and themes over time and comparators between different areas of your organisation. The data may be refreshed as frequently as daily, so that the picture presented is always up-to-date.

"I want to be able to show the impact of changes I make to determine whether I need to continue, amplify, target or cease activity."

Evidencing impact of interventions

Whether you have changed an aspect of policy or process, undertaken a focused campaign of activity or targeted an area of your organisation, **empower** technology will capture all the inputs and **Insight Manager** will demonstrate the impact of your change and, where appropriate, forecast the impact of continuing or making future change.

Innovative technology sits at the heart of the **empower** proposition, with complementary services available to provide enhanced business benefits.



Technology

Digital simplicity for HR process



Advice Line

Expert support where it can most add value



Analytics

Translate data into actionable people insight



Consultancy

Point solutions to further strategic objectives



Learning Solutions

Develop manager capability and confidence



Legal Support

Robust preparation and representation

To find out about our other solutions, please get in touch.

0844 327 2293

info@adviserplus.com

www.adviserplus.com/empower

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