# OR Society People Analytics Special Interest Group

Annual General Meeting (AGM) 24th September 2019

## Background

The People Analytics Special Interest Group has been running for just over 2 years, having been set up in July 2017. At the time of the first AGM the group had 113 subscribers, of whom 75 were Operational Research Society (ORS) members. The first meeting was on 17th April 2018, with a range of speakers about different aspects of People Analytics including talks on the state of people analytics, diversity and workforce forecasting.

The second AGM took place during our meeting on 18th September 2018. At this meeting there were talks about whether businesses are using people data to its full potential; the alignment between analytics and business needs and the use advanced analytics in their people decisions

The third meeting in April 2019 focused on areas where government are applying People Analytics and journey taken in developing these approaches. With an example of work applying analytics in Prison Officer recruitment. As well as the journeys taken to developing an analytical capability, with the road people analytics in DfT and the application of the Scrum approach in Dstl. There was an also an overview of ‘disruptive’ research carried out in MOD to develop a proof of concept behavioural profiling tool.

This year’s AGM took place during the groups’ fourth meeting on the 24th September 2019. At the time of the AGM the group had 404 subscribers. At this meeting there were talks from three speakers with a variety of experience in building capability in People Analytics:

* How to Build Analytics Capability and Skills, role of the People Analytics Specialist from Edward Houghton, Chartered Institute of Personnel and Development
* Building People Analytics Capability across Professions in the Civil Service from Elaine Mahon, Ministry of Justice
* Building Data Science/AI capability to help Government make Better Decisions from Jane Crowe, Data Science Campus of the Office for National Statistics

## A write up of the talks can be found on the People Analytics SIG pages on the OR Society website:

<https://www.theorsociety.com/who-we-are/society-groups/special-interest-groups-and-networks/people-analytics/>

## AGM

The People Analytics Special Interest Group, a special interest group of the OR Society. The following was carried out as part of the AGM:

* Election a new committee
* Sign off the minutes of the 2018 AGM meeting as being accurate
* Agree the Terms of reference for the following year

The chair, Jill Millichamp, announced that having founded the group she would be standing down. Also that the Secretary Tommy Fennelly would also be standing down. Jill set out the proposed members for the committee for the next year. A vote was carried out and it was agreed by attending ORS members that the committee would be formed thus:

**Chair: Katie Gronow (DfT)** - call, officiate and conduct meetings

**Secretary:** **Catriona Smith (Acas)** - minutes the meeting, keeps membership up to date, Updates Future meetings page of OR Society

**Events: Hazel Challenger (MoJ), Jennifer Woodhouse (Cabinet Office)** - advertises events and writes report for HR Society organises room/Video Conference/speakers Also to be covered by additional committee members.

Other volunteers are always welcome to help with organising events or suggesting speakers, or to take a core role on the committee (please get in touch Katie.Gronow@dft.gov.uk if you wish to get involved in any way).

The minutes of the 2018 AGM were agreed as being accurate by ORS members who attended the 2018 AGM.

It was suggested that the Terms of Reference for the group should be extended to reflect the role of People Analytics beyond that of using HR and business data to try and understand and resolve HR related business problems. The committee will review the Terms of Reference in light of these suggestions and circulate for comment and agreement via the groups’ mailing list.

The incoming Chair Katie Gronow thanked Jill Millichamp for all her work in setting up the group, which was started following a chance meeting between Jull and Ruth Kaufman. The group was founded in 2017 and has held three successful AGMs and other events, whilst expanding its membership from c100 to in excess of 400.

Catriona Smith

30/09/2019