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**People Analytics Special Interest Group**

**AGM 2022 & People Analytics and the Future of Work, programme and speaker biographies**

**Date:** 10November 2022

**Time:** 13:00 to 14:30

**Venue: Online (**[Meeting Registration - Zoom](https://us02web.zoom.us/meeting/register/tZMkcuqvqTMpH9b_mrlQ7frDaSoNrJ5EEpTe))

**Programme**

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| 13:00 | Welcome from Katie Gronow (Chair of the People Analytics SIG Committee) |
| 13:05 | **People Analytics SIG AGM**  This will include a review of the group’s activities over the last year and election of Committee members. |
| 13:25 | **Scene setting: Future of work**  Emma Parry - Professor of Human Resource Management and Head of the Changing World of Work Group at Cranfield School of Management  This session will set out recent and potential future changes to work, the workplace and the workforce. Specifically, it will suggest a number of challenges that the changing world of work presents to organisations in order to consider the types of questions that people analytics might usefully address in the future. |
| 13:45 | **How People Analytics can shape the Future of Work**  Nigel Dias - Founder of 3n Strategy and the HR Analytics ThinkTank  This session will focus on how People Analytics answers questions around Future of Work and how function grows with more questions getting answered. It will also include applications and techniques around People Analytics. |
| 14:25 | Discussion and wrap up |
| 14:30 | Close |

**Speaker biographies**

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| Emma Parry - Professor of Human Resource Management and Head of the Changing World of Work Group at Cranfield School of Management  Emma’s work focuses on providing an evidence-based approach to examining the impact of the changing external context on managing people. Emma is Fellow of the British Academy of Management and the Academy of Social Sciences, an Academic Fellow of the Chartered Institute of Personnel and Development (CIPD) and an Honorary Fellow of the Institute for Employment Studies (IES). She is co-Editor in Chief of the International Journal of Human Resource Management. Emma has authored or edited several books in the area of HRM and has published numerous papers in world leading peer reviewed journals, as well as working with a wide range of organisations. |
| Nigel Dias - Founder of 3n Strategy and the HR Analytics ThinkTank  Nigel is the founder of 3n Strategy, a global consultancy business which helps SuccessFactors customers use their HR data to make better decisions. He has been working with People Analytics for many years and in 2012 he founded 3n Strategy to help businesses use HR analytics. Nigel also founded the HR ThinkTank, a private-academic partnership dedicated to researching the practice of HR and People Analytics. During the past 10 years Nigel has completed over 50 projects within change management, HR analytics and strategic workforce planning. |

**Further information and contacts**

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| People Analytics SIG committee:  Katie Gronow (committee chair): [Katie.Gronow@dft.gov.uk](mailto:Katie.Gronow@dft.gov.uk)  Catriona Smith (secretary): [Catriona.Smith@dhsc.gov.uk](mailto:Catriona.Smith@dhsc.gov.uk)  Hazel Challenger: [Hazel.Challenger@Justice.gov.uk](mailto:Hazel.Challenger@Justice.gov.uk)  Maureen Usiagwu: [mou1n20@southamptonalumni.ac.uk](mailto:mou1n20@southamptonalumni.ac.uk)  If you would like to get involved, please get in touch with Katie or one of the other committee members. |
| People Analytics Special Interest Group pages on the OR Society Website:  URL: <https://www.theorsociety.com/who-we-are/society-groups/special-interest-groups-and-networks/people-analytics/>  This includes the opportunity to sign up for the mailing list. |