



Mick Collins

Seize the Data: Solving Common Talent Management Challenges with Analytics

Session Overview

Despite HR's pronounced interest in analytics, an "execution gap" exists between intent and action. Too few organizations are making the decision to build an effective analytics program, preferring instead to maintain the status quo of ad hoc reports and Excel spreadsheets. This session offers two practical toolkits. First is a framework of critical questions HR leaders should ask and decisions they should make to build an effective analytics function. Second is a set of crawl-walk-run talent metrics, including recruiting, learning, performance, and succession, which can accelerate your measurement process. In this session, you'll understand how to adopt leading practices in analytics consistent with your company's culture, and what metrics to consider for evaluating your talent risks and opportunities.

Speaker Biography

Mick Collins is a Global Vice President for the SAP SuccessFactors Workforce Analytics & Planning products. In this capacity, he oversees presales strategy and execution, with specific responsibilities including go-to-market messaging, commercialization strategy, sales enablement, prospect & customer engagement, alliance management, and product thought leadership. With 14+ years of experience in analytics & planning, Mick has delivered hundreds of presentations and workshops to public- and private-sector organizations on how to build their capabilities for data-driven decision-making in HR.