A Dive into HR & Workforce Analytics:
One easy question can open the door to another game changing one

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Many organizations, regardless of industry, could face a HR related challenge colloquially known as the **Silver Tsunami**.

The workforce in the United States, especially in Public Sector, is aging rapidly, stemming mostly from the ever-pending retirement of the Baby Boomer generation that has not yet happened.

Should you wait to plan for the most consequential workforce related event ever until after it happens? Wouldn't it make sense to be as aware as possible of your landscape so you can posture appropriately?

I think so, and many customers are embracing the next level of analytics to do the same.

**Synopsis**

This will be a tough wave to ride…

So please plan accordingly.

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### Who Am I…

**My personal KPIs**

<table>
<thead>
<tr>
<th>Age</th>
<th>Born</th>
<th>Lives</th>
<th># of years at Tableau</th>
<th># of Years doing his thing</th>
<th>Wives</th>
<th>Children</th>
<th>Personal mode of transport</th>
<th>Last meal (if ever I must choose)</th>
</tr>
</thead>
<tbody>
<tr>
<td>42.66667</td>
<td>Independence, VA (550)</td>
<td>Austin, TX (964,254)</td>
<td>5</td>
<td>20</td>
<td>1 Malika</td>
<td>2 Ethan (13) Ella (10)</td>
<td>Jeep Wrangler</td>
<td>Meatloaf, mashed potatoes, pinto beans, &amp; cornbread</td>
</tr>
</tbody>
</table>

...and why am I here talking to you about this?
Because My Philosophy on Data & Analytics Makes People Successful…

I wonder why our business is not performing well right now?

Answer every kind of question you can with the data you have.

Think deeper and discover more insight in the answers that you are getting.

Don’t be selfish and share those insights with others to support their decisions too. The selfless analyst takes more people with them to the mountaintop of success.

Make decisions, change behavior, set policy, and be happy about it, then do it again.

Ask, answer, think, ask again, collaborate, then execute
But Sometimes It Is Not That Straightforward…

Aha!

This is where you find the ancillary questions that bring about real change

…and you don’t typically have Aha moments asking the easy questions…
Every good challenge begins with data and Someone That Needs to Know Something: So We Go From This...

This org wanted to know the answer to a very simple question...
Are we diverse?

Then I wanted to know...can we figure that out just with the employee records from Peoplesoft?
To This... Asking the Right Questions Yields Really Great Answers

But It Was This Click That Changed the Game...

From a gender perspective, not really...

From an ethnicity standpoint, sort of...

From a positional standpoint, absolutely not...

From an age standpoint, no way...

When taken in context with this view...
Then Came the Real Insight...After the Aha!

The tsunami arrives...

What would you do if 10% of your workforce retired this Friday?

Why would you not plan for this and figure out what those people do so you can cross-train the next generation?

What if you knew that 1/4th (i.e. >3,000 people) of your workforce was going to retire in the next 5 years or less?

This is powerful. You can point to any (every)one and know where they stand at any given time.
Don't rely on the easy questions that are simply counting things.

Design your analytics with a set of questions in mind that you need to answer.

Rapidly innovate and find new questions to ask from the answers you just found.

Use the insights you gain to make things happen. This is analytics, not reporting.

Do not, and I repeat do not just think about building this for a one-time effort.

Think macro to micro. Answer the big questions and get to the details as you must.

If you have to count, then count what matters, and make what matters count.

Good luck on your own journey... just be sure YOU are driving the bus to get there.
Want to Talk Some More?

A Braindate follows this session:

Follow-on discussion:
Diversity, Inclusion, & Workforce Analytics

1:00 p.m. Thursday November 14, 2019 @ Data Village

Also available for an adhoc discussion as you are interested…anyoung@tableau.com
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