

WORKPLACE ANALYTICA



DELIVERING

VALUE AT SCALE

FEBRUARY 2025

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NEW WAY OF PLANNING

UNLOCKING HUMAN POTENTIAL: A NEW OPERATING MODEL FOR PEOPLE MANAGEMENT



Our "people intelligence engine" provides senior leadership with decision confidence on people and organizational capacity, enabling them to allocate resources toward the highest-value areas of the business.

EMPOWERING MANAGERS, TRANSFORMING THE FUNCTION:

Our system equips managers with the technology, tools, and insights they need to elevate their best talent, have constructive conversations, and truly deliver on their human pledge. Longer term, the people function evolves into a strategic thought partner to managers and senior leadership, bringing its perspectives on systems, people, technology, and the organization into decision-making. The future people function will be significantly narrower and more focused on strategy and business impact.



80%

Become accidental managers



80%

In new roles by only changing employer



80%

Performance issues stem from poor processes, not poor performers



DATA IS THE FUEL, BUT HUMAN CONNECTION IS THE ENGINE



14%

Executives believe that the traditional organizational model makes their organization highly effective



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EMPLOYEE NEEDS



Today's employees crave personalization in the workplace – coaching support, training, and development tailored to their unique strengths, interests, preferences, and needs. Our product enables companies to tailor the employee experience at critical inflection points in workers' careers.

83%



More productive if their employers offered more personalized support

75%



Want managers to give personalized feedback and coaching

74%



Personalized learning experiences are more engaging and effective

TODAY



Our AI-powered system empowers leaders with strategic insights, managers with coaching tools, and employees with personalized development pathways, driving business growth and fostering a thriving work environment. Together, these benefits create a dynamic and thriving organization where everyone can reach their full potential.

01



BEYOND TRADITION

Traditional methods are like trying to understand a symphony by looking at sheet music – you miss the depth, the nuances, the human element. Spreadsheets can't reveal the 'why' or the 'how' of human potential.

02



ENGAGEMENT STRUGGLES

Companies that struggle with engagement show fatigue in response to stress, uncertainty, and confusion, and fail to find ways to improve or stabilize their future.

03



TRANSFORMING NOW

The future of HR is not about administration; it's about strategy, insights, and unlocking human potential.

SUCCESSION

Organizations that invest strategically to support leaders' growth see marked improvements in leader effectiveness, engagement, and retention, as well as organizational performance. Strong benches unlock remarkable competitive advantages (DDI - Global Leadership Forecast 2025).

3.5 TIMES 

MOST ADMIRABLE

They are 3.5X more likely to be awarded as a most admired company.

2.9 TIMES 

SUCCESS RATES

2.9X more likely to have a high success rate when filling leadership roles internally.

2.8 TIMES 

BEYOND PEERS

2.8X more likely to outperform industry peers financially.

2.1 TIMES 

INNOVATIVE COMPANY

2.1X more likely to be awarded as a most innovative company.

THE BEST INVESTMENT A COMPANY CAN MAKE IS IN ITS PEOPLE



One point improvement in management score yields 2.8% more in ROCE, 6% higher productivity, 71% higher market share growth, 26% higher market cap, and 2.3% increase in sales growth. (World Management Survey 2023)

EVIDENCE BASED



Employee engagement is not just a "nice-to-have" but a critical driver of business success. By investing in employee engagement, companies can create a virtuous cycle where engaged employees lead to better business outcomes, which in turn further enhances engagement.

23%



In the top quartile of engagement, companies saw an average EPS growth of 23%, compared to just 5% for those in the bottom quartile (Gallup's Meta-Analysis in 2022)

3%



5% increase in engagement linked to a TSR growth of 3% in the following year (Aon Hewitt's Research 2017)

22%



Higher levels of engagement (65%+) outperformed and posted total shareholder returns 22% higher than the average (AON Hewitt)

GET IN TOUCH



+44 (0) 207 123 8555



hello@workplaceanalytica.com



www.workplaceanalytica.com

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