



“Turn People data into information, information into insight and insight into better and faster decisions, strategies and policies”

Unprecedented change and need for transformation has put pressure on businesses to make fast and critical decisions for organisational viability. The majority of business leaders acknowledge their employees have a high impact on business strategy. People Analytics & Insights is the way to tangibly see and shape that impact.

## Why People Analytics & Insights?

### C Suite



#### Instant insights for evidence-based decisions

- **Instant insights in everything you want to see** to make decisions for every aspect that concerns your people
- **Tailor-made dashboards** enabling Management and Boards to make better, faster and data-driven people decisions

### HR Department



#### Transform into a true data-driven Business Partner

- **Incorporate & leverage the power of data in everything you do** from Talent Acquisition & Retention, Performance Management & Reward, Learning & Development
- **Create a culture** where people voice their views and you listen, understand and act, offering a personalised experience to your people

### Finance Department



#### Invest where it matters & drive profitability

- **Capture Return on Investment (ROI) on HR initiatives**, such as Talent Acquisition & Retention, Performance Management & Reward, Learning & Development and achieve Benefits Realisation
- **Identify ways to decrease costs** in every HR process and initiative

## 1 in 2 CEOs in Cyprus

believe that they should be doing more in measuring and reporting workforce practices

*10th Cyprus CEO Survey*

## 39%

of HR leaders say they have dashboards that can give users the data that's the most valuable-enterprise-level insight on which employees are critical for future success based on past performance, skills and competencies\*

*\*PwC's HR Technology Survey 2020*

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We will never replace human intuition and experience, but we can **reinforce** it with insights gained from our **people**



## Our Approach

We'll help you to analyse your current state, develop a strong people data foundation, and then harness the power of the information you hold to make better, faster and data-driven decisions to optimise business performance.



### People Analytics Strategy



Run a Capabilities-Data-Technology diagnosis to build your people data foundation and create your People Analytics strategy.



### People Analytics Operating Model



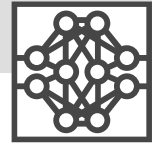
Create your data framework, optimise your infrastructure, processes (incl. data channels) and systems, and create the culture to become a data-driven organisation.



### People Analytics & Reporting



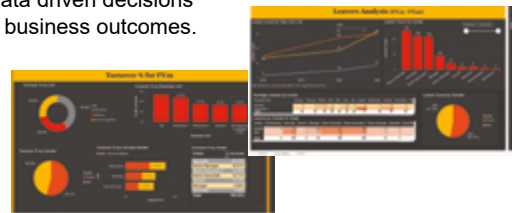
Use your People data to give you the potential to act, not react, through tailor-made dashboards and insights to enable data driven decisions linked to business outcomes.



### Upskilling & Data-driven Culture



Help you build the skills and culture in your organisation to become truly data-driven.



## Why PwC

Our capability lies in our **People-Data-Technology** combination for a holistic understanding of where you stand today, cut through the noise and implement a model that best works for you, to help you make better, faster and data-driven people decisions.



### People capabilities

**Established expertise in HR & Transformation services**



### Data & Artificial Intelligence capabilities

**Advanced Data Analytics and visualisations**



### Technology capabilities

**Integrate current IT infrastructures and explore innovative solutions**

➔ Learn more on [www.pwc.com/cy](http://www.pwc.com/cy) or contact us:



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