



AIHR

Your Guide to Employer Sponsorship

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- A brief overview and tips on understanding your company's process for development.

2. About AIHR

- Our mission, accreditation, and brief introduction to who we've worked with.

3. ROI Case Studies

- Provided case studies on the ROI of HR Analytics and the value it can bring to business.

4. Sponsorship Request

- Outline the cost of the course and how the course will affect you and your organization

5. Course Information

- Practical and bite-sized information on our programs and framework.

Additional Information

In this packet, you'll find many resources that will help you to build a business case, and help you to speak with your manager about your development and future in building your organization.

Be sure to include only the relevant information that you believe will be valuable during your request process. For the documents that are for your personal reference and that may not be relevant to your employer, we recommend you keep excluded.

If your employer would like more detail on a specific program, a syllabus is available from our website.

Please reach out to your Admissions Advisor for any additional resources that you may need.

REQUEST TIPS

Sponsorship Request Tips

1. Know your options

Most companies have a dedicated employee education budget. Start by finding out if yours has one, how it works, and what criteria you may need to meet.

2. Know the benefits

At first, it may seem pretty easy to explain why you would want to enroll in our courses and how you would personally benefit from it. However, that's not what will convince your employer. Focussing on the benefit for the organization will.

Preparation is key. As supporting documents, you can print the syllabus(es) for the course(s) you want to enroll in. They contain all the curriculum details and learning objectives. You can also use our competency framework to show how your new skills will fit the bigger picture.

3. Make your case

Make sure that you are able to explain how HR Analytics skills will fit within the organizational strategy as a whole, and how it will increase the efficiency of both HR and 'The Business'.

For example, HR analytics can help your organization make better people-related decisions. These will drive better outcomes for your organization and employees - for instance, lower absenteeism rates, higher productivity, higher engagement, and lower attrition.

AIHR

Skills For Your Future

AIHR
ACADEMY

ABOUT US

Our Mission

At the Academy to Innovate HR (AIHR), it is our mission to make HR future-proof by offering world-class, online education programs available anywhere, anytime.

Any HR professional who is committed to life-long learning can expand their skill set with relevant and in-demand skills. By teaching you to leverage data and the latest technologies to drive better business outcomes, we enable you to claim the strategic impact that you deserve.

We help our students reach their goals with specialized online courses that go beyond video lessons and assignments. Our learning portal connects students from all over the world to solve real-life problems together and share best practices.

Accreditation



AIHR is recognized by the Society for Human Resource Management to offer Professional Development Credits (PDCs) for the **SHRM-CPSM** or **SHRM-SCPSM**.



AIHR is also an approved provider with the **HR Certification Institute (HRCI®)** and recognized to offer recertification credits.

Our Alumni

As the global market leader in professional development courses for HR professionals, we are a proud supplier of over 175 Fortune Global 500 companies.



ROI CASE STUDIES

What Problems and What Value?

See how these organizations were able to solve major issues using HR Analytics

Credit Suisse

In utilizing 'employee churn analytics' Credit Suisse was able to predict who might quit and why. With then training managers on retention, they saved approximately \$70,000,000 per year.

Best Buy

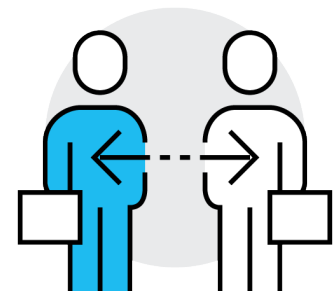
Best Buy was able to turn a 0.1% increase in engagement into over \$100,000 in annual operating income *per store*.

Return on Investment

Analytics paid back an average of \$13.01 for every dollar spent in 2014 from just \$10.66 in 2010.

Nielsen

Using the first predictive model, Nielsen was able to increase retention within the highest flight risk employees, moving 40% of these associates into new roles. By making lateral moves, Nielsen increased an associate's chance of staying with the company by 48%.



Experian

Experian was able to drop attrition by 2-3% using predictive modeling to save an estimated \$8,000,000 - \$10,000,000.

Shell

A 1% increase in employee engagement resulted in a 4% drop of 'recordable case frequency', a key industry safety standard. Safety performance was in turn directly related to business performance.

Your Organization

Transform HR from a 'fee burner' into a key driver of business outcomes . With our licenses, you ensure that your people have what it takes to support the digital transformation of HR.



AIHR

Skills For Your Future



SPONSORSHIP

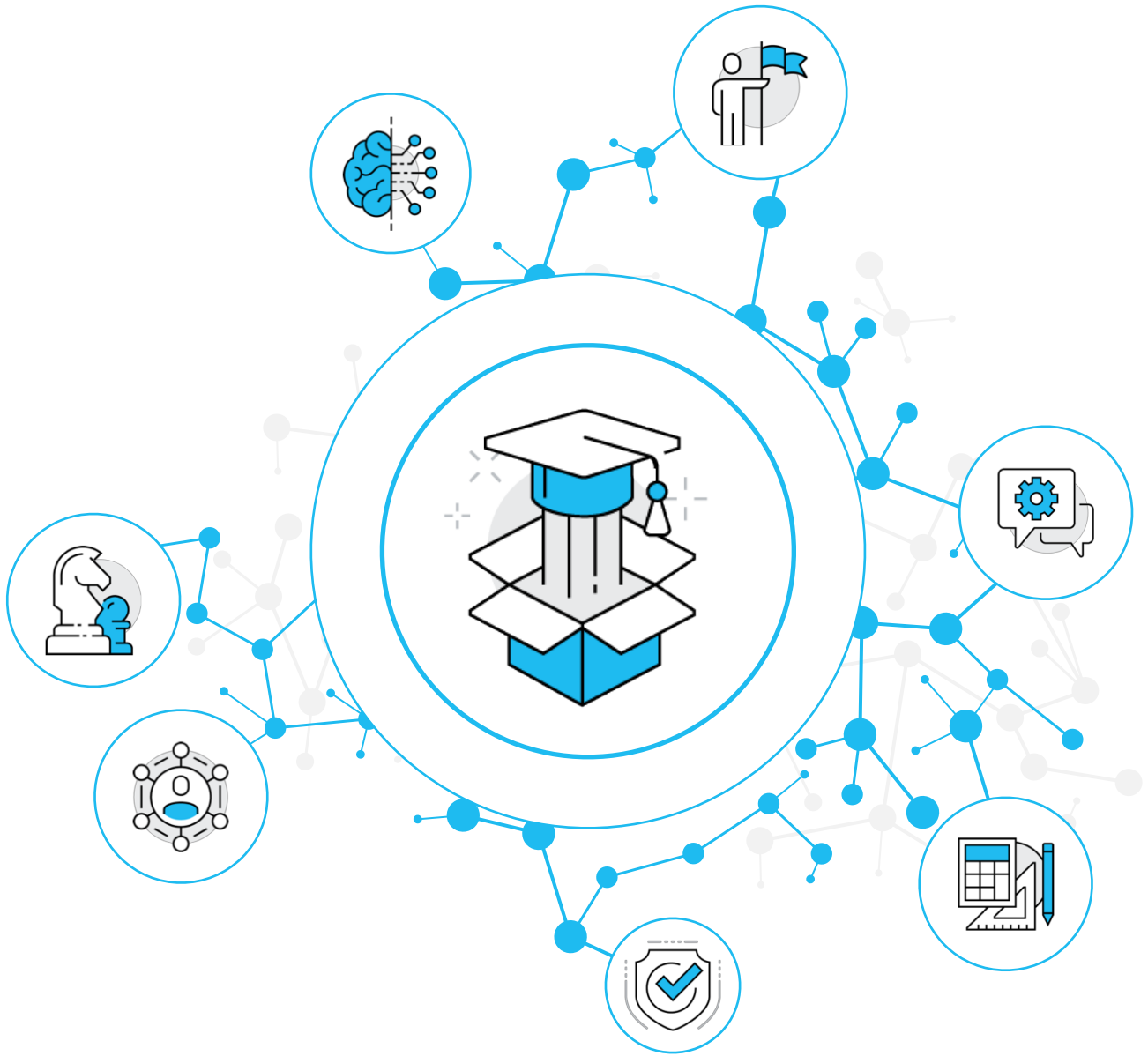
Program(s) Being Requested	Cost

Impact program will have on Organization

Impact program will have on Professional Development

This form is intended for use within your organization. No need to return.





AIHR

Program Overview and Framework



AIHR

Skills for your HR future



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PACKAGE LEARNING

All-You-Can-Learn License

Includes **all of the AIHR courses** that are available at the moment as well as all new courses that are created while the license is active!

All our standard licenses for individual courses and packages are 12 months, the AYCL gives the student **18 months** study and access all course material!

Most **heavily discounted** package of the whole Academy.

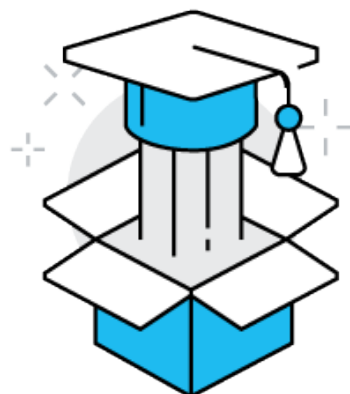
Exclusive access to **People Analytics Community**. The community hosts the largest HR analytics resource-bank and a Roadmap to Success!

This package is for students looking to **become an expert** in people analytics.

Many of our students are HR professionals who want to transform their organizations towards HR Analytics.

Also for companies that want to kickstart their people analytics teams with the most recent knowledge and want to **optimize their chance for success**.

AYCL is suitable for more advanced HR analysts as well as complete beginners because it hosts a **variety of courses** from learning the basics to more advanced methods.



DIGITAL CERTIFICATE

Digital HR Certificate Program

Develop a strategy to use technological innovations to your advantage.

This program includes the **three courses below and Capstone Project**.

Separate from the All-You-Can-Learn, with the Capstone Project the student will be **applying their learnings** to create a series of practical deliverables.

This project is evaluated by instructors and marked as pass or fail. Feedback will be provided to improve the quality of their deliverables.

Complete this Capstone project within 6 months and obtain this **unique certification**.

The world around you is changing. Now it's time to start turning technology into a **competitive advantage** for your organization.

Future of Work

Learn to prepare the workforce, the HR function, and organization for the future. Use rapidly changing trends and technologies to stay relevant.

Digital HR Strategy

Learn to think strategically about leveraging technology and analytics to create value for the business in the increasingly complex world.

Design Thinking & Employee Experience

Included in the Certificate Program, this course teaches you to design employee-centered HR solutions, tools, and processes.

Digital HR Transformation

Learn what success looks like for forward-looking HR professionals and build the foundations to achieve it.

FRAMEWORK

Three Dimensions of People Analytics

1. Technical

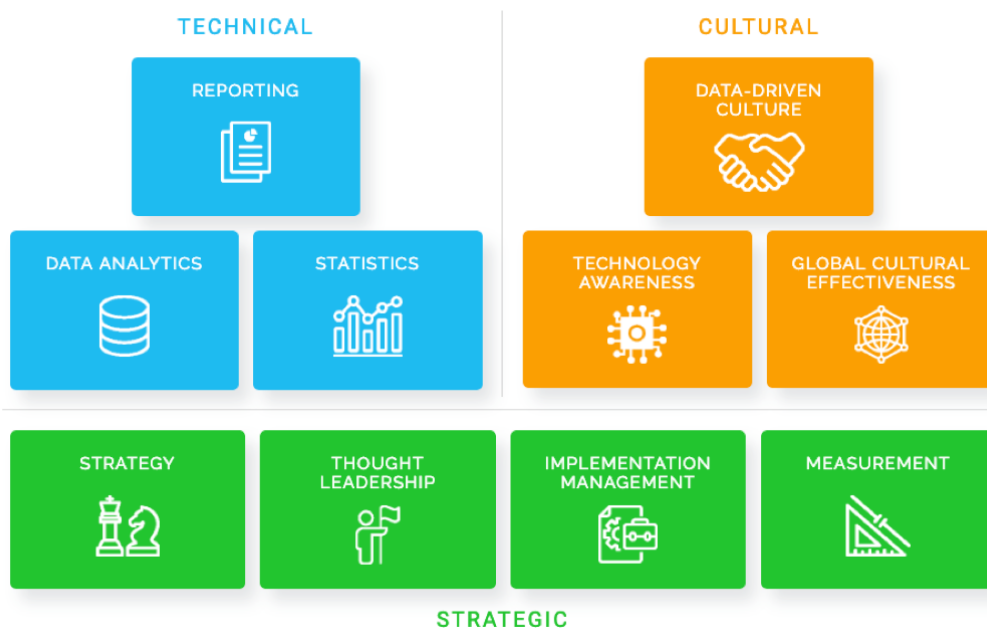
Technical competencies are essential for those who actually perform the analyses. Those who oversee this process also require some basic technical competencies to be able to read and interpret reports and dashboards.

2. Strategic

The strategic competencies enable you to create a people analytics strategy for your organization, to link it to business concerns and to rally main stakeholders around it.

3. Cultural

People analytics will only be successful when you manage to shape a culture of data-driven HR to support it and cultural difference are accounted for to safeguard data quality and consistency.



TECHNICAL COURSES

Competencies

Data Analytics | Reporting | Statistics

HR Data Analyst

By the end of this course, you will be able to work with data in Excel and build your organization's custom dashboard in PowerBI

Strategic HR Metrics

This course is a practical guide to develop and implement the right HR metrics for the business, aimed at anybody working with metrics

Statistics in HR

A more in-depth course for HR Data Analysts who want to move beyond descriptive analyses and get familiar with essential statistical knowledge

Data Science in R

A hands-on step by step guide to develop essential techniques in R and apply them to HR topics such as: engagement, turnover, and talent management

STRATEGIC COURSES

Competencies

Strategy | Thought Leadership | Implementation | Measurement

HR Analytics for HRBP's

Designed to make every HR professional at any level data-driven through understanding the importance and use of data, metrics, and analytics.

HR Analytics Leader

Our most popular course after which you will be able to understand how to add value to HR and the business through analytics

Strategic HR Metrics

This course is a practical guide to develop and implement the right HR metrics for the business, aimed at anybody working with metrics

Building a People Analytics Strategy

Understand how people analytics strategy can add value and learn about the different applications of people analytics

CULTURAL COURSES

Competencies

Data-Driven Culture | Technology Awareness | Global Effectiveness

HR Analytics for HRBP's

Designed to make every HR professional at any level data-driven through understanding the importance and use of data, metrics, and analytics.

Organizational Network Analysis

Learn to set up an organizational network analysis and create an x-ray vision into the inner workings of your organization.

Global Data Integrity

Learn to secure the integrity of your data at your organization and embed a culture of data integrity.

Natural Language Processing

Learn to analyze spoken or written language on a large scale and unlock valuable insights.

Future of Work

Learn to prepare the workforce, the HR function, and organization for the future. Use rapidly changing trends and technologies to stay relevant.

Digital HR Strategy

Learn to think strategically about leveraging technology and analytics to create value for the business in the increasingly complex world.