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# Using Analytics with Diversity Initiatives

**Start Date: 7/19/2017 7:30 AM**

**End Date: 7/19/2017 10:30 AM**

Using Analytics with Diversity Initiatives to Drive Business Performance July 19, 2017 NEW LOCATION: Italian American Community Center, 150 Frank DiMino Way, Rochester, NY 14624 Registration & Networking: 7:30am - 8:00am Program: 8:00am - 10:30am This program is hosted by GVC SHRM! This program has been pre-approved for 2.5 Professional Development Credits (PDCs) by the Society of Human Resource Management and 2.5 Business (Strategic) Credits by the HR Certification Institute. Analytics are everywhere. We are asked at every purchase or after a website visit to complete a survey with the promise of a potential prize. We use these measures to evaluate the best place to eat, work and attend entertainment events. But when it comes to our diversity and inclusion initiatives, is it really the metrics that matter? In 2017, we will see analytics continue to move from a niche group in HR to an important operational business function. This will reinforce and support social and community environments that are required for a truly collaborative work force. And HR will help lead the way as we learn to all work better together. This presentation will present a unique perspective how Diversity and Inclusion efforts can be paired with analytics in building the common ground that drives our performance in meaningful priorities such as engagement, strategy, wellness, innovation, culture, and talent development. Unlike other facilitator led presentations, the agenda will be created by expectations gathered from the participants and then used to create meaningful and focused discussion based on the insights that data provides. From that insight, we will break into expert groups who can then use their experience to translate those insights into actions. The results of these actions will be captured, discussed and then organized in a report that will be provided to each attendee. By the end of this session, participants will be able to: •Define the key elements of the Harmony economy and describe the role of analytics in creating a civilizing voice around challenging topics. •Describe the relationship between descriptive and prescriptive analytics, and how they can be used with D&I initiatives to drive performance in an organization. •Identify areas of insight provided by the data, and match expertise to create powerful action steps around D&I and other priorities •Coach and mentor others in these key areas. Everyone who participates or would like to participate is invited to be part of the Global Humanizing Performance Study being conducted at Arizona State University. We will provide the information at the session. About our Speaker, Peter LePore: Chief Learning Officer of Future Strategies, Inc., Peter brings expertise in the areas of applied analytics, organizational learning analysis, design, alignment and measurement. For the past 20 years, he has focused on developing performance capabilities for organizations in the areas of innovation, process improvement, on-demand job training, inclusive learning, technical documentation and technology enabled learning initiatives. Peter is recognized as a national expert in the field of innovative learning. He is part of the FSI team that blended their years of successful initiatives to create the Human Performance GPS system, an innovative and comprehensive analytics tool that has dramatically changed the way organizations measure their Human Capital to more effectively manage their priorities and resources. Peter has enjoyed success in the service and manufacturing arena, working with industry leaders such as; Wegmans Food Markets, Lowes Home Improvement, Sara Lee, Bausch + Lomb, General Motors, Procter & Gamble, Ford Motor Company, Delhaize America, EGLNG, Lettuce Entertain You, Baxter Pharm, Solo Cup, General Mills, and American Axle & Manufacturing. Peter has served in several international and local organizations, including; Institute of Industrial Engineering (President), The Boys and Girls Clubs of America (Executive Board Member), Strong Memorial Hospital and of the Promise Company, a non-profit organization championing the needs of hospitalized children. He is the current Director of the GVC Diversity Council.