

# HOW WILL YOU EMERGE?

HR Analytics  
Strengthen Your Return From The Covid-19 Crisis



## WHO TO BRING BACK AND WHEN

We may have all been in this together, but make no mistake, the competition for the right employees at the right time for right wages will be fierce.

### 7 Ways Our HR Analytics Team Can Help You

1. Economists and Statisticians who make sense of the national, regional and local projections
2. Data experts who extract your existing data
3. Business strategists who recognize opportunities within your sector or category.
4. Organizational and psychological experts who equip the organization with the tools to compete.
5. HR experts who help formulate and implement the plan

## ANALYTICS CONSULTING TEAM

We are a multidisciplinary team who solve the most complex problems. Our experts, analysts and data architects collaborate to deliver insightful and practical analysis. Our project managers ensure deadlines and budgets are met.

# HOW WE ANSWER YOUR MOST PRESSING QUESTIONS

With Scenario Testing we help answer the most pressing questions, like **who to bring back** – **when to bring them back** – **how many to bring back**.

- Under different scenarios, you can see the impact of hiring decisions on your future.
- You'll be prepared to anticipate what actions are best for your firm and your employees, and prepared to retrench as new information becomes available
- With a seasoned and aware HR Analytics team in place, you can analyze and capitalize on your own business' existing data to make strategic decisions based on facts and numbers—not assumptions or feelings.
- We help you place your own experience squarely in the center of the big picture - the nation, state, your sector.
- Enhance findings by extracting patterns and evidence from data.

## THE OUTCOME

Well beyond cost savings in recruiting and turnover reduction, the insights and strategies will lead to increased profits. You will compete for the best talent more effectively. You will grow and develop your team to optimal performance. You will be aware of the challenges and have a plan in place to emerge from the COVID-19 crisis better able to gain more share, increase revenue, and elevate your company from a sustainable plan based on facts and insights.



### OUR HR ANALYTICS TEAM INCORPORATES ESSENTIAL SKILL SETS INCLUDING;

- BUSINESS STRATEGY,
- HUMAN RESOURCES,
- PSYCHOLOGY,
- STATISTICS,
- ECONOMICS AND
- INFORMATION TECHNOLOGY

This diversity of skills and experience sees and analyzes the 'Macro' environment of national and state economics. We discover trends in your industry. Your own data will provide a basis to determine how your firm will best interact with the marketplace, and we will be with you to assist in the implementation of strategies designed to support your growth objectives.

# ADDITIONAL BENEFITS

*To optimize your organizational effectiveness and profitability*

## Workplace Analytics

- Employee Churn Analysis
- Employee Performance Analysis
- Market Wage and Pay Grade Analysis
- Organizational Analytics
- Corporate Culture Analytics
- Benefits Analysis
- Early Separation Analysis
- Employee Engagement Analysis
- Injury Risk Analysis
- Risk Reduction Analysis

## Employment Regulation

- Wage-benefit Disputes
- Disparate Impact
- Labor Code Compliance

## HR Consulting

- HR Analytics Subject Matter Experts
- Affirmative Action Plans
- EEOC Report Evaluation
- Risk Review
- HR Centered Email Search & Alert

## HOW TO REACH US

Contact: Kevin Bove

210.641.2817 | [K.Bove@AnalyticFocus.com](mailto:K.Bove@AnalyticFocus.com)

## MORE ABOUT ANALYTIC FOCUS

Analytic Focus is a quantitative consulting firm headquartered in San Antonio, TX with offices in Washington D.C. and Birmingham, AL. We serve our clients with economic, financial and statistical analyses. Our experts include Ph.D.'s and industry experts with decades of experience, serving the banking, education, energy, finance, government, healthcare, housing, insurance, legal, retail, and transportation industries.

Our team analyzes data and applies innovative methods to complex problems. In the past decade, we have testified at trial, in hearings, and in depositions nearly 150 times in cases involving financial dealings, deceptive sales practices, fraud, biostatistical measurement, environmental issues, and others.

We're happy to share this wealth of experience where we can assist in a positive way.

**HAVING DATA IS A GOOD THING. PUTTING IT TO USE FOR YOUR COMPANY IS BETTER.**