

People Analytics for the C-Suite

Agendas for boards and CEOs have never been so crowded with talent-related topics. People data-based insights can help C-suite leaders manage their companies more effectively.

But what is the role of C-suite leaders in enabling and using those insights? And what can CHROs and people analytics (PA) leaders do to help C-suite leaders leverage PA to make better decisions?



PARTNERING FOR BUSINESS INSIGHTS

Each of these groups—the CHRO, other C-suite leaders, and PA leaders—has a relationship with the other 2 and a set of equally important responsibilities toward each other.

C-Suite Leaders



Inviting insights, setting expectations

1. Frequently & clearly communicate business strategy
2. Invite PA in
3. Seek answers, not ammunition
4. Model using people data
5. Expect, enable & fund integrated data

CHROs



Providing context, visibility & resources

1. Use data to underpin HR efforts
2. Connect PA to large-scale, strategic challenges
3. Be PA's greatest salesperson
4. Get themselves out of the way

People Analytics Leaders



Framing ambiguity, scaling insights & truth

1. Reframe & contextualize complex business questions
2. Create digestible, decisionable business insights
3. Help leaders see around corners
4. Enable rapid truth-telling

PUTTING IT INTO ACTION



Read our report



Understand the responsibilities of your role



Use the Dos and Don'ts shared in the report to make changes

Access the report here:

<https://redthreadresearch.com/c-suite-peopleanalytics-report/>

