



Presence of IT expands its People practice with the addition of Workforce Analytics and Planning competency

Appoints Louise Griffin as Work-force analytics and planning lead

[Sydney, 16 November 2015]—Presence of IT, a global leader in HR/Payroll and Workforce Management solutions announced today that it's expanding its People practice by adding a new capability, Workforce Analytics and Planning. Presence of IT has appointed Louise Griffin to lead the new capability.

The People practice is an advisory practice that helps clients build their HR strategy and extract the greatest value from their HCM technology as they move to cloud-based, SaaS HCM platforms.

The People practice lead, Enid Hughes, says: "It is becoming increasingly important for companies to use data analytics to achieve competitive advantage. People analytics and data-driven HR, however, still presents one of the largest capability gaps for organisations. Many experience poor data quality and lack of skills. This is where the People practice comes in. By working side by side with our expert technology teams, the People practice can help clients through training and business strategy consulting to maximise the value on their technology investment."

According to Deloitte's survey on Global Human Capital Trends 2015^[1], businesses that build capabilities in analytics outperform their peers in quality of hire, retention and leadership capabilities and are generally higher ranked in their employment brand.

Louise Griffin, Workforce Analytics and Planning lead, Presence of IT said: "As businesses race to gain a competitive advantage by understanding all the elements of the workforce, it's becoming increasingly important to offer business consulting services around the technology solutions being deployed. I am looking forward to joining the People practice team."

Prior to joining People practice, Louise Griffin worked with Success Factors, an SAP company, as a practice director utilising her 15 years of experience in implementing cloud technologies and selling HCM solutions. She also worked at Infohrm leading consulting engagements for strategic HCM reporting, analytics and workforce planning, as well as establishing the business in global markets.

[1] Deloitte University Press "Global Human Capital Trends 2015"

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