



RESPECT INTUITION, PRIORITIZE NUMBERS

ADVOCATING THE DATA-FIRST APPROACH

ELEPHANT AND THE RIDER

Human intuition seems reliable even in the face of facts, and data. The trust in intuition is understandable, but it is like an elephant. You, the rider can steer and pull it in a particular direction, but ultimately, it has a great strength to go where it wants to go.



HELLO, LET ME INTRODUCE MYSELF...



R&D

MANAGEMENT

HR

Global HR Controller/Principal Data Analyst - IFS



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IFS in numbers

1983

Founded
in Sweden

50+ countries

where IFS supports customers

3x

Revenue growth
vs market rate

+5,000

Employees

984 million

Revenue in USD 2021



Leadership positions across all product segments

FSM

Recognized as a **“Leader”** for the 6th consecutive time



Magic Quadrant for Field Service Management, Aug'21



IFS FSM is one of **the broadest and deepest FSM products** we reviewed, especially in areas such as parts logistics, contracts, billing and warranty.

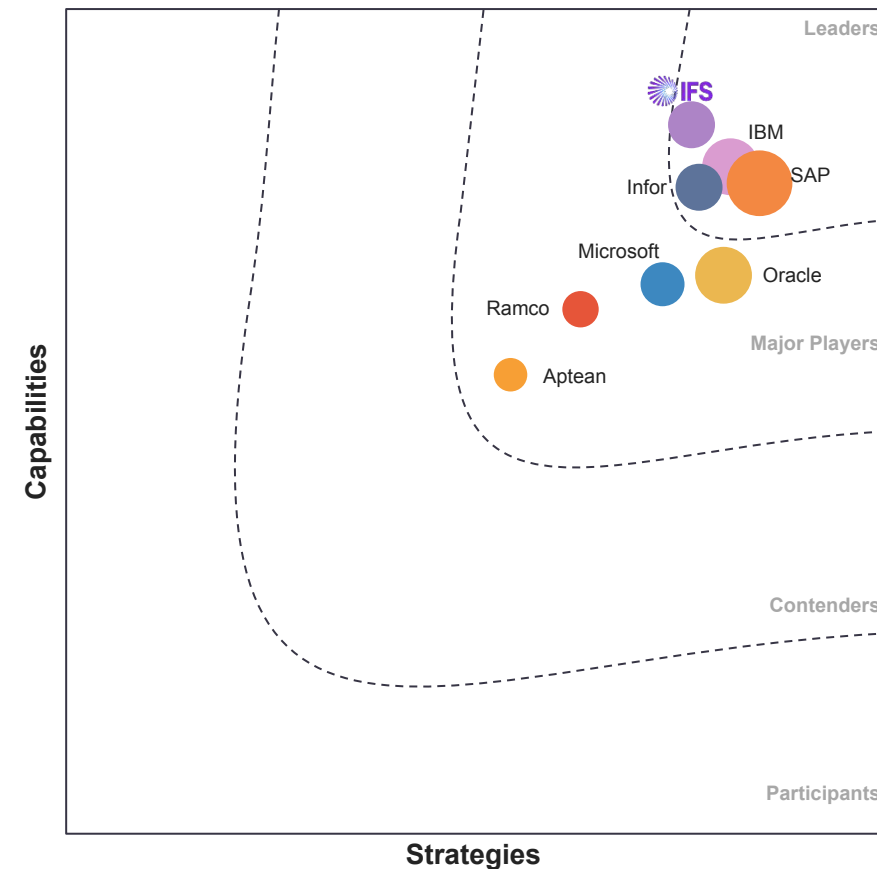


EAM

Recognized as a **“Leader”** for SaaS and Cloud-Enabled Asset-Intensive EAM Applications



MarketScape Worldwide, 2021



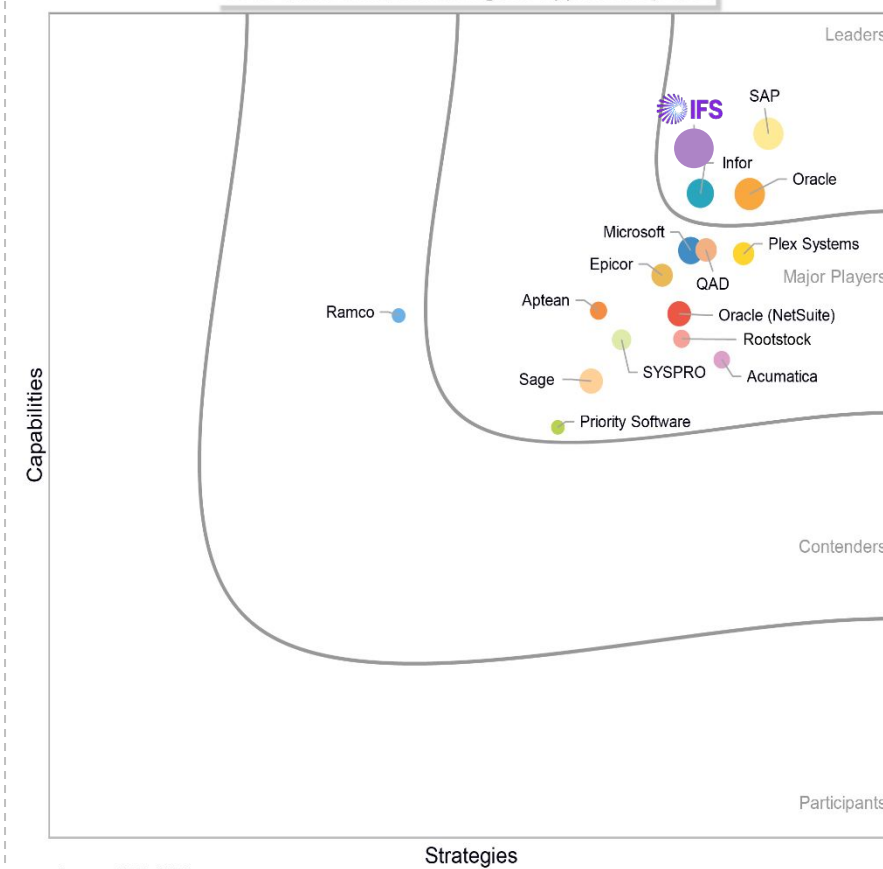
“Flexible, integrated EAM application to support **complete asset life-cycle** management from initial engineering, procurement, construction, and commissioning through operations and maintenance to decommissioning.”

ERP

Recognized as a **“Leader”** for worldwide SaaS and cloud-enabled manufacturing ERP applications



MarketScape Worldwide, 2022



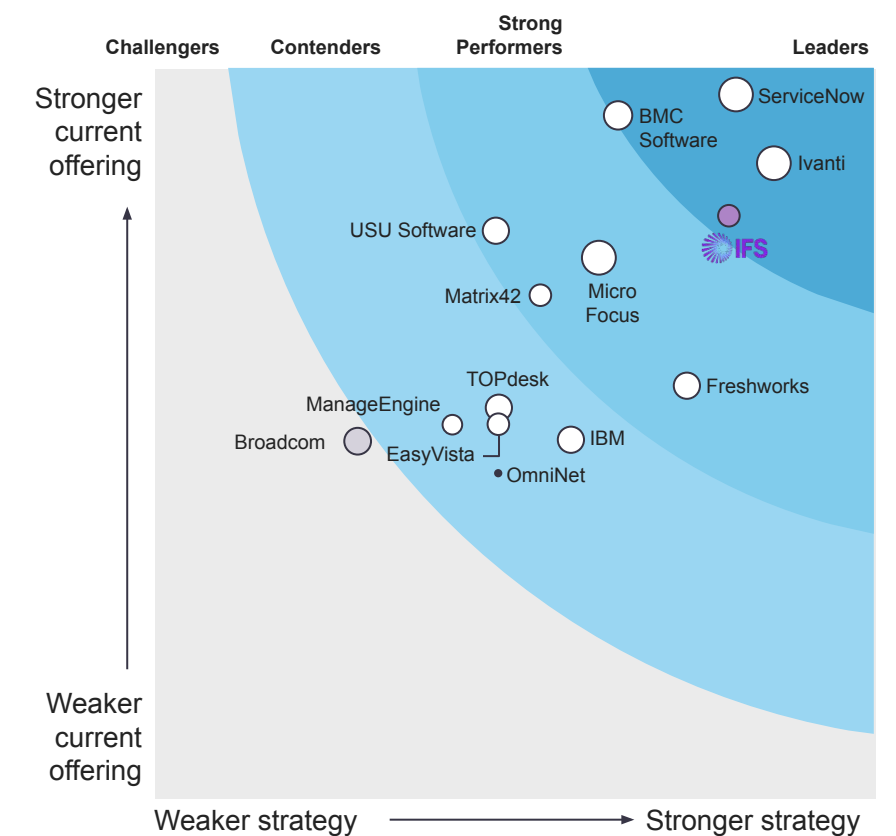
IFS is recognized for its **customer intimacy, flexible cloud-first product** as well as its commitment to **innovation** with its “cloud-first mindset” and major investment in adapting and engineering IFS applications for the cloud.

ESM

Recognized as a **“Leader”** for Enterprise Service Management



Forrester Wave: Enterprise Service Management, Q4 2021



IFS is pursuing a **unique vision of bringing together ERP, CRM, and ESM onto one platform**. The product roadmap for the Assyst line predominantly focuses on closing capabilities gaps and modernization.



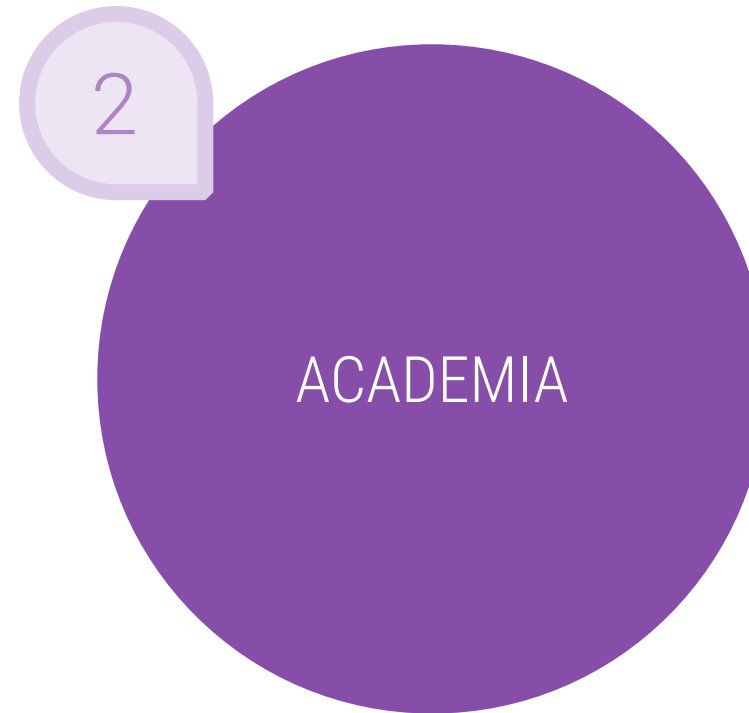
Source: Gartner, IDC and Forrester industry research reports.

3 KEY FOCUSED RECIPIENTS



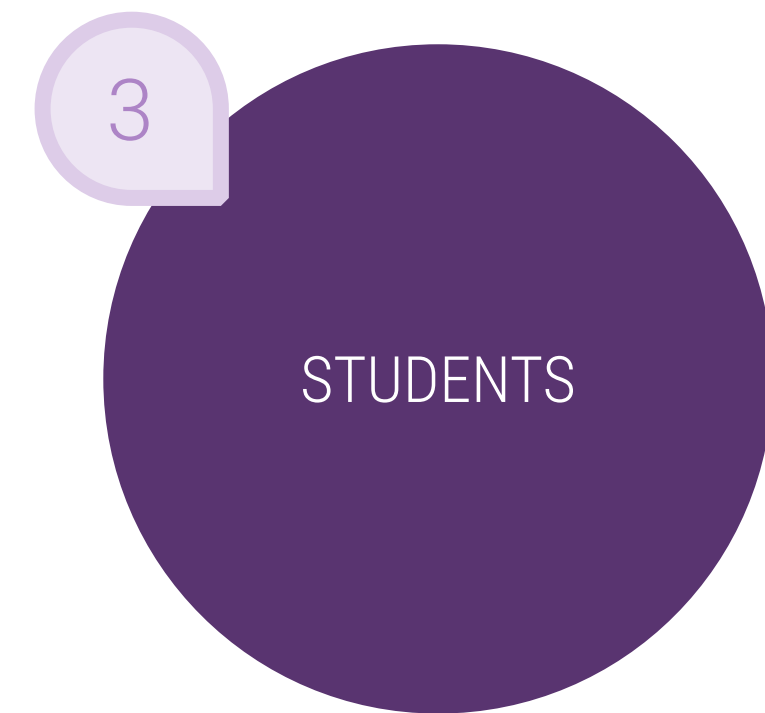
CHANGE AGENTS

Those who are already in the corporate sector trying to establish a data-driven culture with innovative data solutions.



SHAPING UP FUTURE

Those who teach and manage academic curriculums towards new, wider views of data skills.



PROSPECTS

Those who want to recognize their future role within the realm of data.

AGENDA

1

DATA CULTURE

Definition and our role

2

MATURITY LEVELS

You have it everywhere

3

HR CONTEXT

People analytics & the struggle

4

EVERYONE NEEDS ONBOARD

Not only you, others as well

5

ELEPHANT IN THE ROOM

Need to move outside

6

Q&A

If you have

DATA CULTURE

Organizational culture that prioritizes data-driven decision-making. Reflects the collective beliefs and behavior of people within an organization, and as a result of this outlook, the use of data is woven into its very fabric and begins to define its identity, mindset, and operations. Data culture also equips every single individual within an organization to rely on data-driven insights for tackling the most daunting business roadblocks and challenges.

OUR ROLE



1

Data culture is a decision culture

2

Data Science = Decision Science

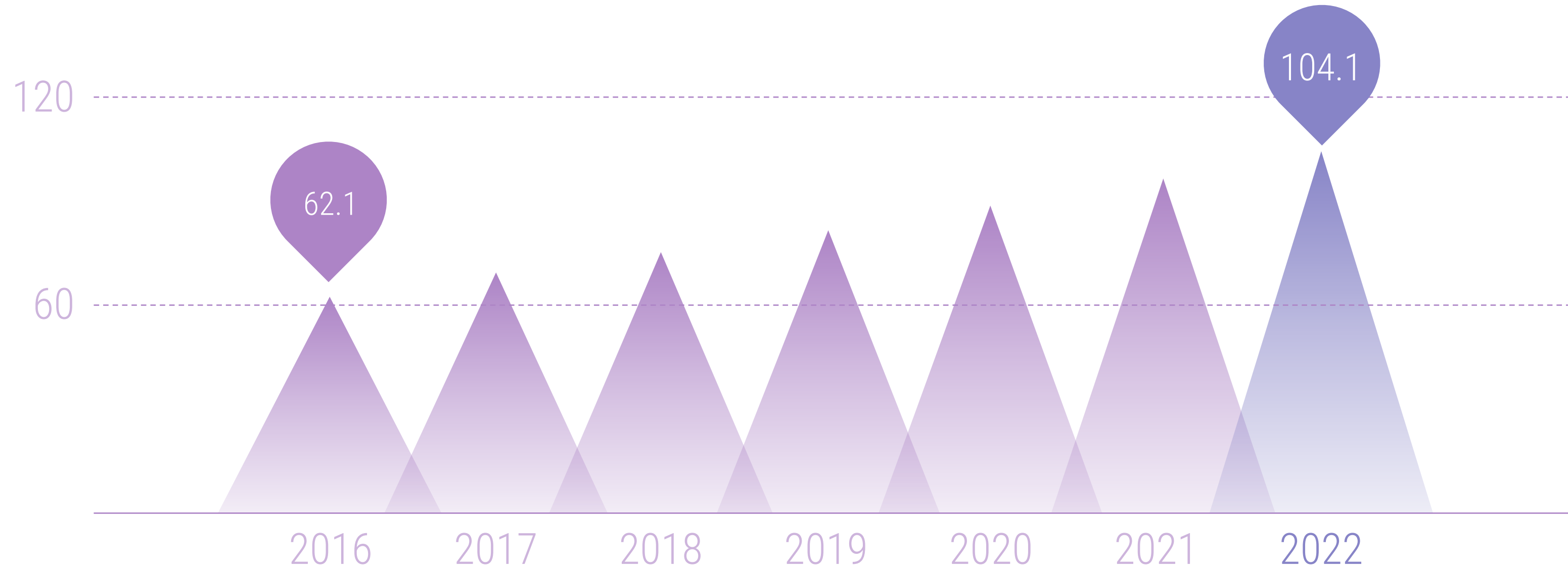
3

Data professionals are decision designers. They understand the “Why” to imagine better “What” to help design the best “How.”

NOT EASY, BUT NOT IMPOSSIBLE

Data culture cannot be bought, it has to be built, from the top-down, by mixing data science with the right skill, training, accessibility, and management.

WORLDWIDE SPENDING-DATA & ANALYTICS



INCREASING TOTAL SPENDING

Organizations are investing heavily on becoming data-driven and it surpasses US\$ 100B* mark in 2022.

* Gartner

DATA ANALYTICS SERVICES SPENDING

Spending on data analytics services are whopping US\$ 370B* in 2022



MATURITY LEVEL

YOU FIND IT WHEREVER YOU GO

MATURITY LEVELS

OPERATIONAL REPORTING

Reactive operational reporting, focuses on data accuracy, consistency & timeline.

1

2

ADVANCED REPORTING

Proactive reporting for benchmarking and decision making, multi-dimensional analysis & dashboards

3

ADVANCED ANALYTICS

Statistical analysis to solve business problems, development of models, actionable solutions centralized staffing & integrated data.

4

PREDICTIVE ANALYTICS

Development of predictive models, scenario planning, integration with strategic workforce planning, risk analysis and mitigation

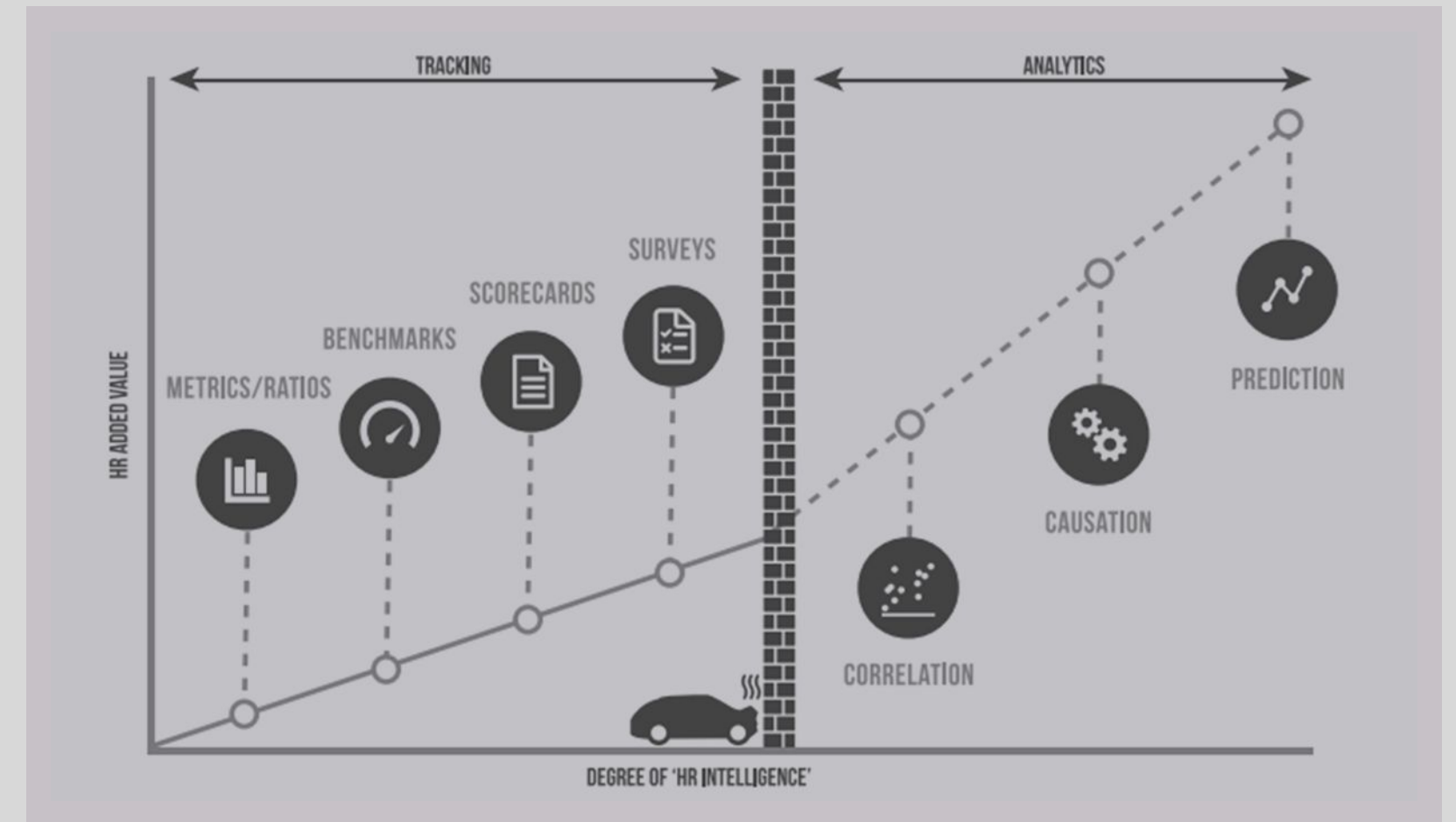
HR CONTEXT



PEOPLE ANALYTICS

People analytics is about looking into these numbers. Instead of (or in addition to) relying on emotions or gut feeling, is a data-driven approach to managing people at work.

STRUGGLE



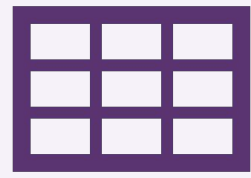
HR often struggles to get past the wall of Boudreau. This is because the skills needed to run an effective HR department have changed over time. Analytical capabilities require knowledge of data extraction, aggregation, and data structuring. Many HR workers have a background in psychology or sociology. It takes an extra effort to convince that upskilling is worth their personal ROI. The HR departments need attracting workers with IT, data analytics, and statistical background.



EVERYONE NEEDS ON BOARD

It's a collective beliefs and behavior of people within an organization. The use of data is woven into organization's very fabric and begins to define its identity, mindset, and operations.

FOR OTHERS -BOOST DATA LITERACY



TOOLS

Make sure people know how to use the tools. First and foremost, spreadsheets. One in the five adults on the planet use Excel



CAPABILITY ACADEMY

Setup learning management platform for employees to go for advance specific job-related skills



STORYTELLING

When well done businesses can more effectively communicate their message and ensure that their audience understands the information they are trying to convey.



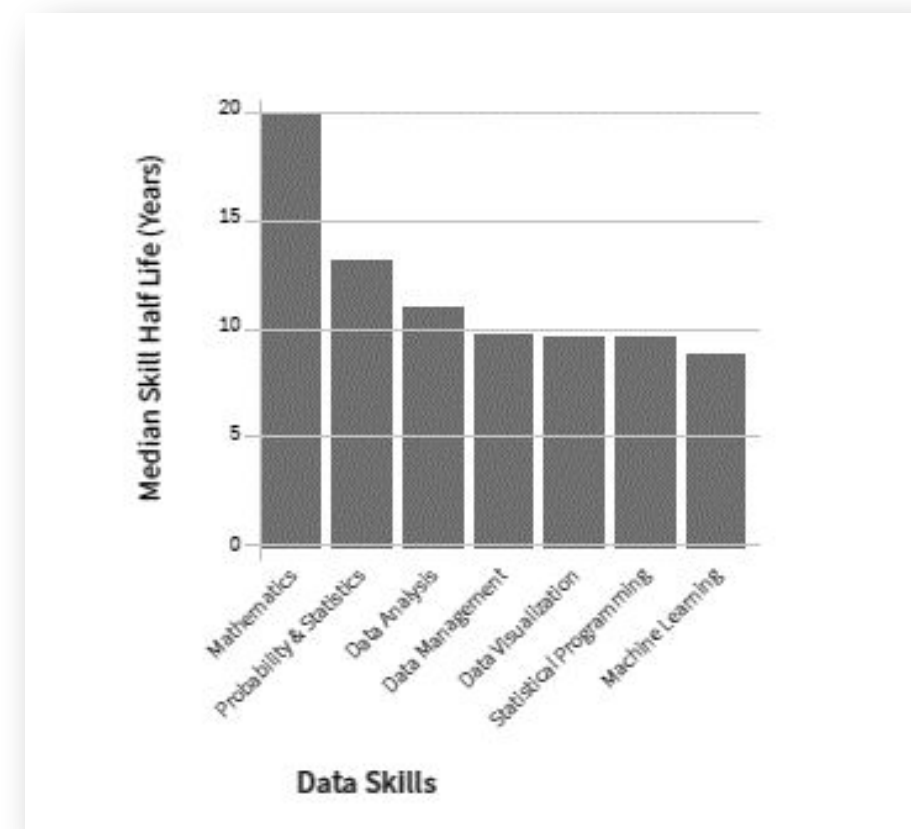
ORGANIZATION DATA

Get comfortable using data by delving into the organization dataset.

Companies need more people with the ability to interpret data, to draw insights, and to ask the right questions in the first place

FOR YOU LIFE-LONG LEARNING

Lifelong learning is particularly important for careers in the quickly changing Technology and Data Science domains. In these disciplines, the median half-life of a skill, or the number of years it takes for a skill to reach half its value in the labor market, is about seven years shorter than the half-life of a skill outside of those domains. These trends call for making upskilling a more regular part of modern work life.



SKILLSET

BUSINESS

In order to succeed, the analytics team needs to be connected with the business. This is important because analytics only adds value when it solves a concrete business problem.

MARKETING

It is not enough to just tackle the key strategic issues. In order to promote meaningful change, HR needs to be able to translate numbers into tangible insights that managers can work with. It needs a marketer's skillset to sell analytics.

HR

Upon commencing HR data analysis, it is important to know what you are doing. A research background in Human Resource Management is therefore vital to the team. Social science focuses on analyzing the factors underlying why people behave the way they do.

DATA ANALYTICS

Business, marketing, and HR focus on the 'softer' side of business. For an effective people analytics team, you also need more technical and statistical data analytics skills.

IT

A data analyst's skills are more closely linked to the IT context than any of the other contexts. Depending on the type of analysis, different data are required. So, it is beneficial to understand IT structures when aggregating data from different data sources.

YOU NEED HELP

Make sure to have an experienced HR leader spearhead the analytics effort and then you will be much more effective

LET'S RECAP

Advocating the data-first approach

Start

DATA CULTURE

Understanding what exactly we meant when we say 'data culture'

STRUGGLE

Understanding the shapes of the challenges YOU and OTHERS may encounter during the analytic journey

EXECUTIVE SUPPORT

You need help from the highest level of the organization

Not the End



RESPECT INTUITION

Respect doesn't necessarily mean following. Intuition has its own place in decision making.

PRIORITIZE NUMBERS

Carefully analyze all the facets of a complex situation and make smart choices.



RESPECT INTUITION, PRIORITIZE NUMBERS

Intuition may hinder you from assessing the situation's complexity and ignore it altogether. In a complex business scenario, fine distinctions do matter, and often, they separate success from failure.



THE ELEPHANT IN THE ROOM



Q&A

IF YOU HAVE ANY

THANK YOU

The Power Point Template - Jun Akizaki - <http://thepopp.com>

Image downloads - <https://pixabay.com/> and <https://unsplash.com/>