CONNECTING WORKFORCE INTELLIGENCE TO STRATEGY
Today companies realize the critical role that well thought out workforce analytics and planning can play in driving not just HR strategy, but also overall business strategy. However a recent Mercer/HCI global study revealed that despite making it a priority, organizations are facing challenges in building relevant analytic expertise:

What’s the issue? According to the organizations in the study, lack of analytic expertise and issues with data and technology are the biggest roadblocks to success.

52% of companies cite lack of expertise as impeding success with analytics, and 54% point to issues related to data and technology.

SUCCESS WITH ANALYTICS AND PLANNING IS CHALLENGING

“Mercer | Vemo is a groundbreaking offering that combines workforce analytics and planning technology with deep expertise from the leader in talent analytics and strategy. Companies now have a way to quickly build their ability to unlock their people data and understand how to leverage it for maximum business impact.”

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LOFTY INTENTIONS:

77% of companies plan to increase their analytics capabilities in the next two years.

52% intend to use analytics to increase productivity and business success.

REALITY:

69% report less than moderate success with their initiatives.

9% Only 9% have predictive analytics capabilities.

What’s the issue? According to the organizations in the study, lack of analytic expertise and issues with data and technology are the biggest roadblocks to success.
The Mercer | Vemo alliance combines Mercer’s leading intellectual capital and experience in workforce strategy and analytics with Vemo’s workforce analytics and planning technology. The result: client companies can quickly ramp up workforce analytics and planning initiatives, at a lower cost, with a faster ROI, leveraging Mercer’s deep expertise. More importantly, the advisory services that are part of Mercer | Vemo ensure that data informs both HR and overall corporate strategy.

**FULL FEATURED WORKFORCE ANALYTICS SUITE**
- Customized workforce scorecard with full slice and dice capability
- Predictive flight risk analysis, activated by Mercer consultants
- Ability to incorporate benchmark data
- Mercer’s Internal Labor Market maps

**SIMPLIFIED, BUT POWERFUL, WORKFORCE PLANNING**
- Bottom up / top down planning capabilities
- Easy-to-understand visualizations
- Integration of contingent workforce, recruiting, and external supply data
- Incorporation of labor demand drivers including volume, revenue and productivity

**EXPERT ADVISORY SERVICES**
- Assessing analytics needs, tailoring content, identifying best practices, and planning for change management
- Driving action to build an analytics COE and connect data to actual business issues
- Skills building to bring personnel up to speed on leveraging analytics

**ACTION FROM INTELLIGENCE**
We leverage deep, global workforce knowledge to help organizations focus analysis on their specific people issues, and then partner to understand strategy implications and develop action plans.

**WHY MERCER | VEMO?**
Our alliance brings together two companies who have years of experience. We are uniquely positioned to not only answer the “What should we be looking at?” question, but also “What do we do about it?”
LEARN MORE
For more information about Mercer | Vemo including a demo, contact one of our experts:

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