



DOUBLESTAR

TALENT  
MEASUREMENT  
STRATEGIC SERVICES

PUTTING BEST  
PRACTICES INTO  
ACTION WITH  
WORKFORCE  
ANALYTICS



Talent Management practices are designed, implemented, and managed to drive positive business results by optimizing your talent assets. Without proper measurement you cannot show the impact that a particular practice or group of initiatives has or will have on business outcomes. Applying quantitative measures to workforce data is critical to optimizing the impact of talent management practices and workforce performance on business results. DoubleStar's talent measurement solutions allow HR to define and reinforce the human element of organizational performance in accepted business terminology, using workforce analytics. Our solutions focus on the whole workforce, not just employees—because in today's work environment, outsourced, contingent and temporary resources are integral to everyday business operations.

Drawing on expertise developed from more than a decade of workforce analytics, data warehousing and business intelligence consulting success, DoubleStar's approach to the implementation of Talent Measurement solutions enables your organization to rapidly get up to speed and be positioned for long-term success.

DoubleStar's Workforce Insight technology is the core platform for our customers' talent measurement system. Whether delivered as an on-demand, web-based service or installed and customized at your site, Workforce Insight delivers integrated operational reporting, HR metrics, and business insight using a single data platform.

If you're in the market for an end-to-end talent measurement solution, or simply want to assess your current situation and goals, DoubleStar's **Talent Measurement Strategic Services** are designed to meet your unique needs.



### **Assessment & Planning Services**

DoubleStar's Talent Measurement Assessment Services are designed to apply DoubleStar's expert knowledge of "what works" to get your workforce analytics initiative moving. Having worked with a number of Fortune 500 companies to address their measurement challenges and implement meaningful solutions, our consultants bring their cumulative experience in HR, business process re-engineering, change management, data warehousing, and business intelligence to bear on each project. Upon completion of your Workforce Analytics Assessment, DoubleStar will provide specific recommendations that outline solution alternatives, review organizational readiness, identify technological issues, and benchmark current activity against industry best practices in human capital performance measurement. Simply put, DoubleStar provides a roadmap and the framework you need to move forward.

### **Analytics Consulting**

What should you measure? How can you measure it? What will you do with your new insight? Workforce analytics are useful business performance management tools only if they are aligned to your organization's strategy and operational objectives. Our expert advisors can facilitate the development of key analytics that will provide you with insight into the impact of your workforce performance and talent practices on business results. We can also help you understand your dashboards, show you how to maximize positive outcomes and intervene in negative trends.

### **Change Management**

The complete integration of workforce analytics into your business performance management practices requires change. To accomplish this, the people, processes and technologies within those practices must be fully enabled to accept, adopt, and assimilate this new component. Our consultants and partners provide support and guidance in each of these three stages, which are critical to the change management process. We can help you develop and drive your change strategy, along with the necessary and related branding, communications, process review and design, competency assessment, and support programs

### **Training**

Insight into your workforce is only as valuable as your organization's ability to interpret the analytics and take meaningful action. The introduction of workforce analytics is an opportunity for users to enhance and develop their individual skill set. Our experts can conduct competency assessments, identify development needs, design and deliver training, and train your trainers.

With DoubleStar as a partner, whether you are just beginning to think about talent measurement, or you are looking for advanced practices to accelerate your level of sophistication, our strategic services are designed to help your organization meet its unique goals. With practical, well-documented approaches delivered by experienced and passionate professionals, you'll quickly be positioned to have the workforce insight you need to succeed in today's hypercompetitive talent market.