

# Winning the War on Talent

People analytics as a key strategy for employee retention in the wake of the Great Resignation



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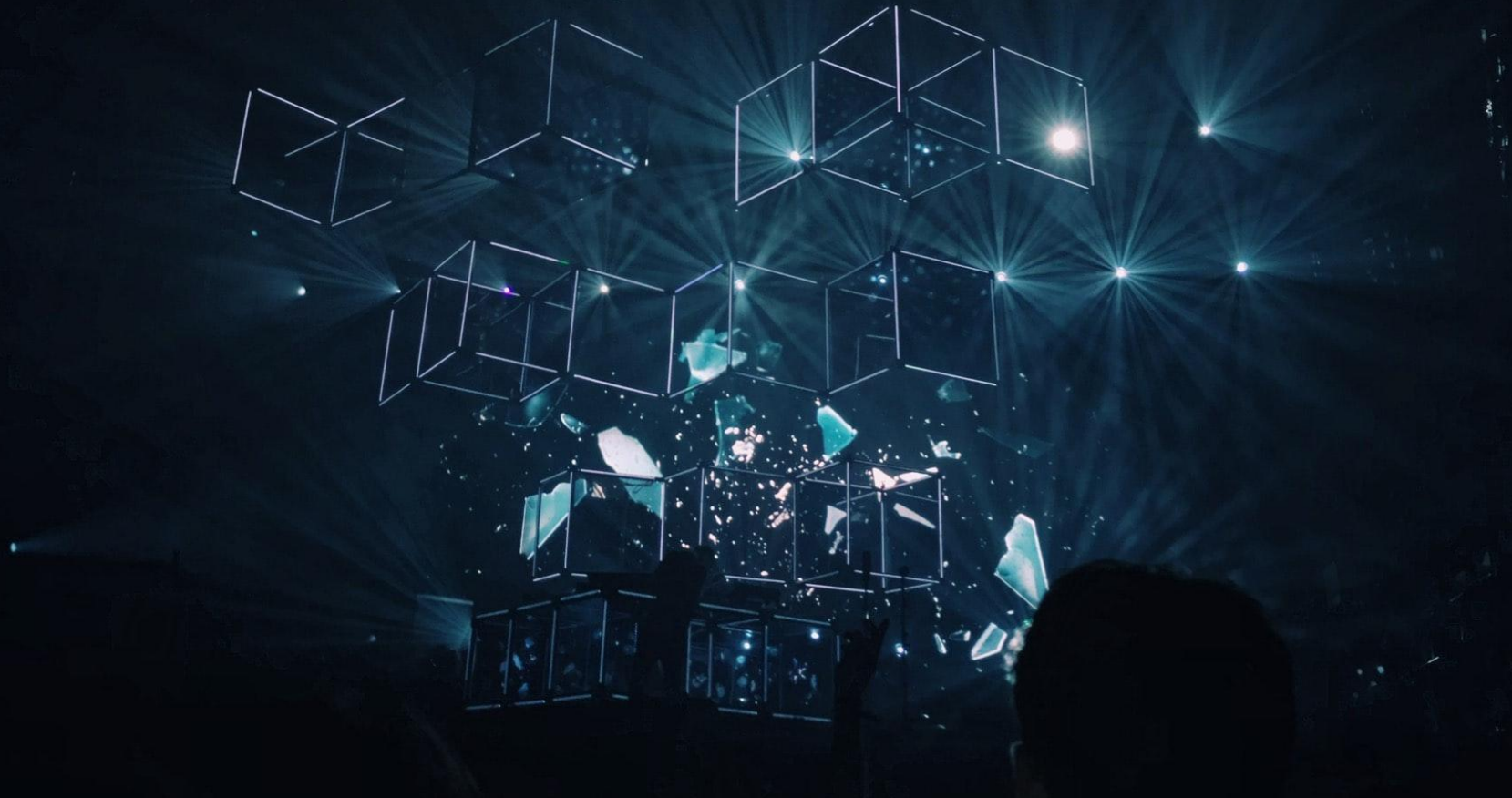
PayPal Inc.



# Just How GREAT is the “Great Resignation”?



# How Can Analytics Help?





# Workforce Planning



# Attrition Forecast



A futuristic, curved corridor with blue lighting and people walking away. The corridor has a series of curved, ribbed walls and a polished floor. Several people are walking away from the camera, and the lighting is a cool blue. The perspective is from the end of the corridor, looking down its length.

# **Attrition Forecast**

## **How Many People Will Leave?**

# Sentiment Analysis





# **Sentiment Analysis**

## **How Are Employees Feeling?**



# Retention Strategy



# **Inclusion & Belonging**





# Leading in Hybrid





**Build &  
Sustain  
Successful  
People  
Analytics  
Functions**



# Demonstrate Business Impact Continuously





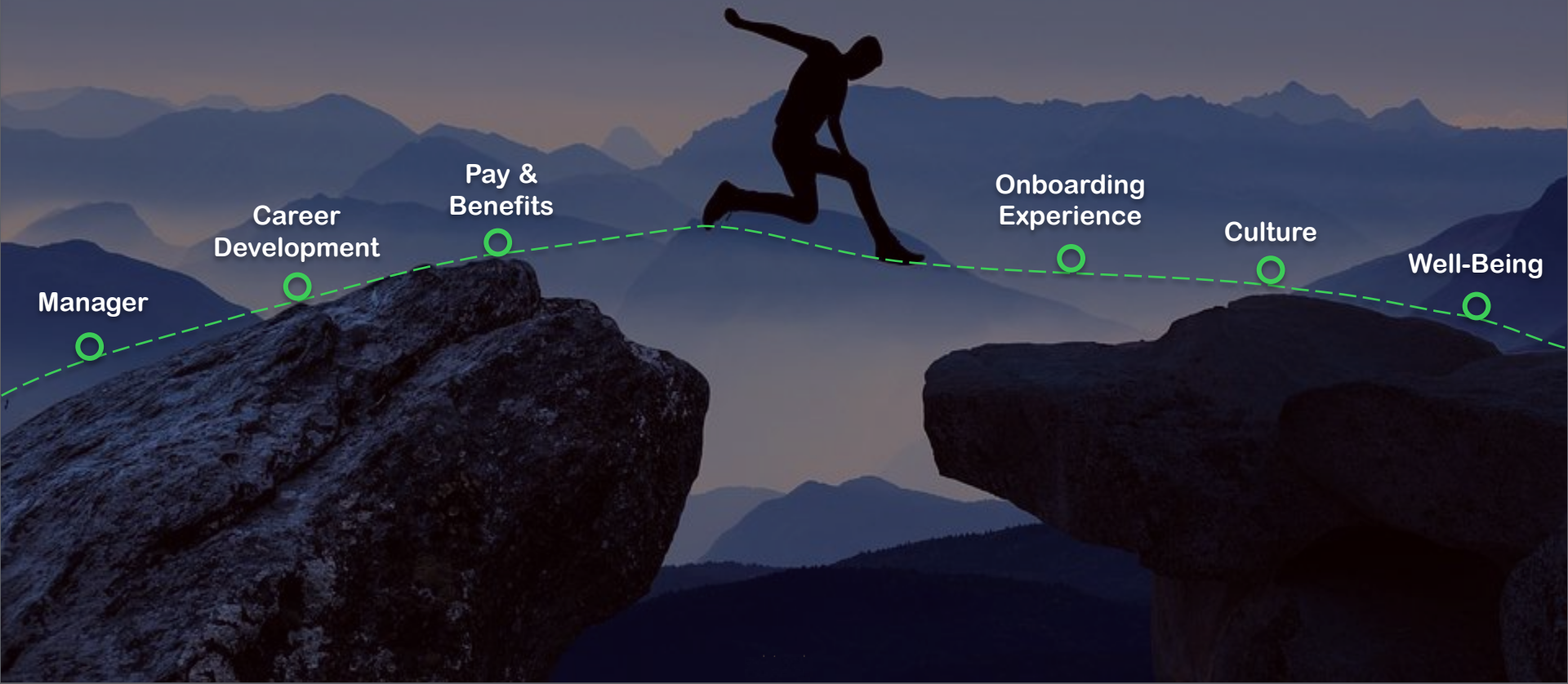
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*If we are only focused on filling the gap, are we missing critical opportunities for retention?*





# Work is a holistic experience



Our approach for retention should be the same

## Key Stakeholders

## Analytics Landscape

## Outcomes of Focus

Business  
Executives

Human  
Resources  
Leaders

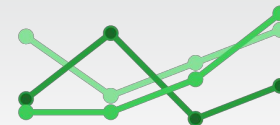
Human Resource  
Business Partners



Basic KPIs

% #

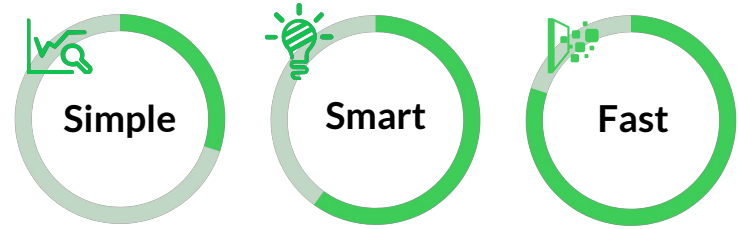
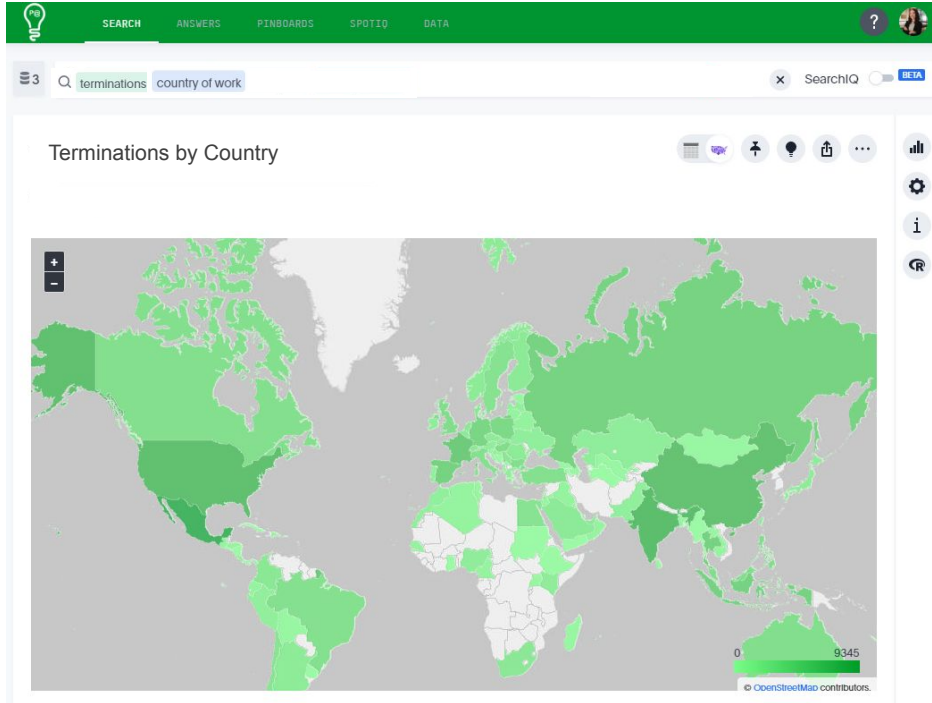
Analytics & Trends



Insights



# ThoughtSpot for HR



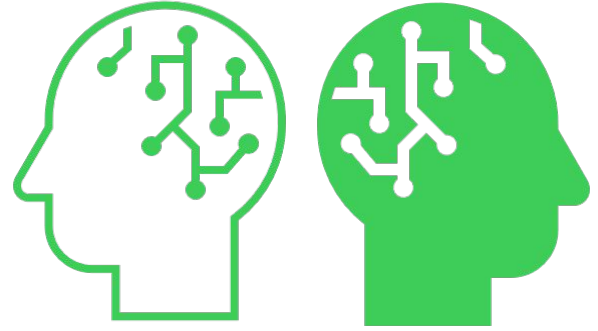
**Real time insights**  
**Democratizing data**  
**Supporting global & local**

# Insights across the entire **employee lifecycle**

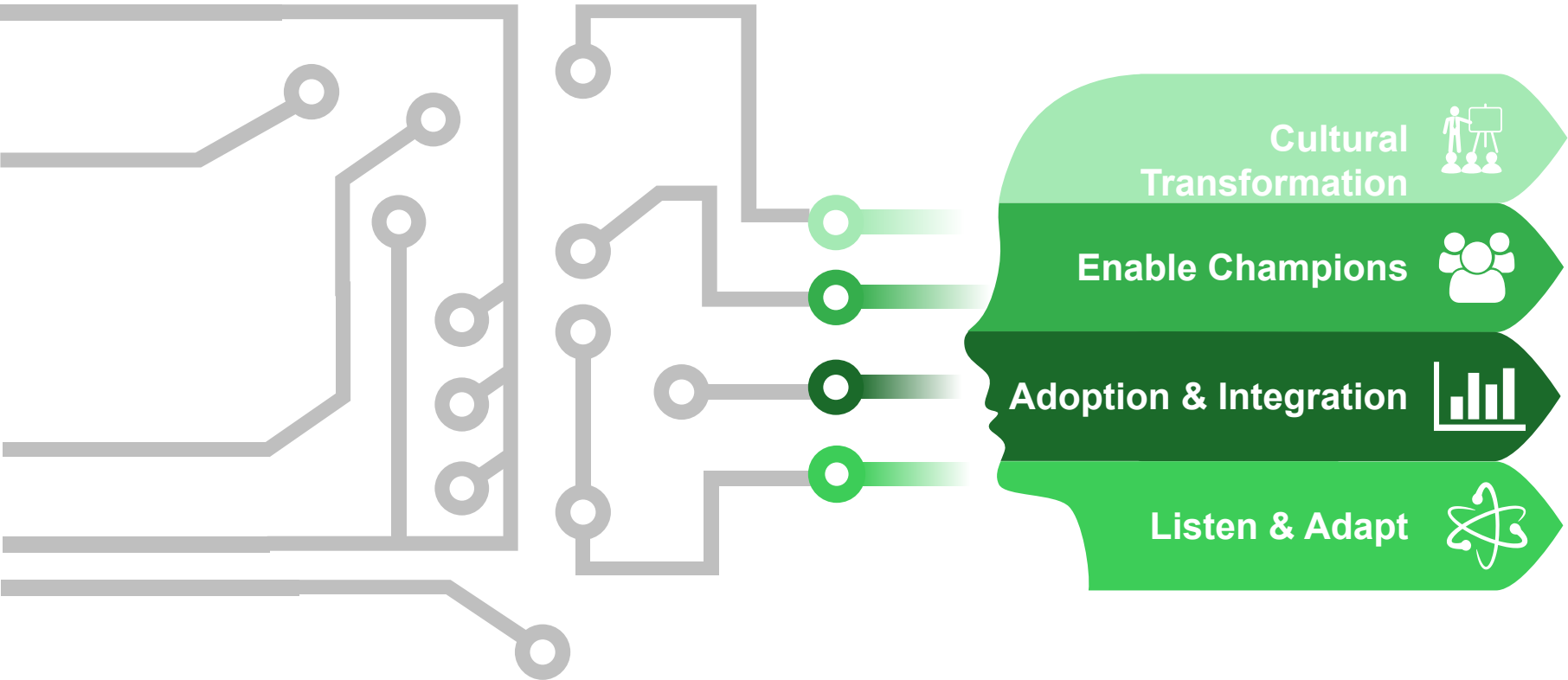




If we build it,  
*will they use it?*



# Technology is key – Transformation is essential



**4.4/5**  
**Satisfaction**

“ I now investigate areas struggling with retention and **take action in the right place**. It is **no longer a guessing game**.  
– HR Leader

“ We can answer the ‘**So what**’ beyond a nice graph. We can elaborate on what it means and **unlock the value**.  
– HR Business Partner

**Free Up Time  
& Energy**



1

**A workplace is a holistic experience – our approach for retention should be the same**

*The Great Resignation*

2

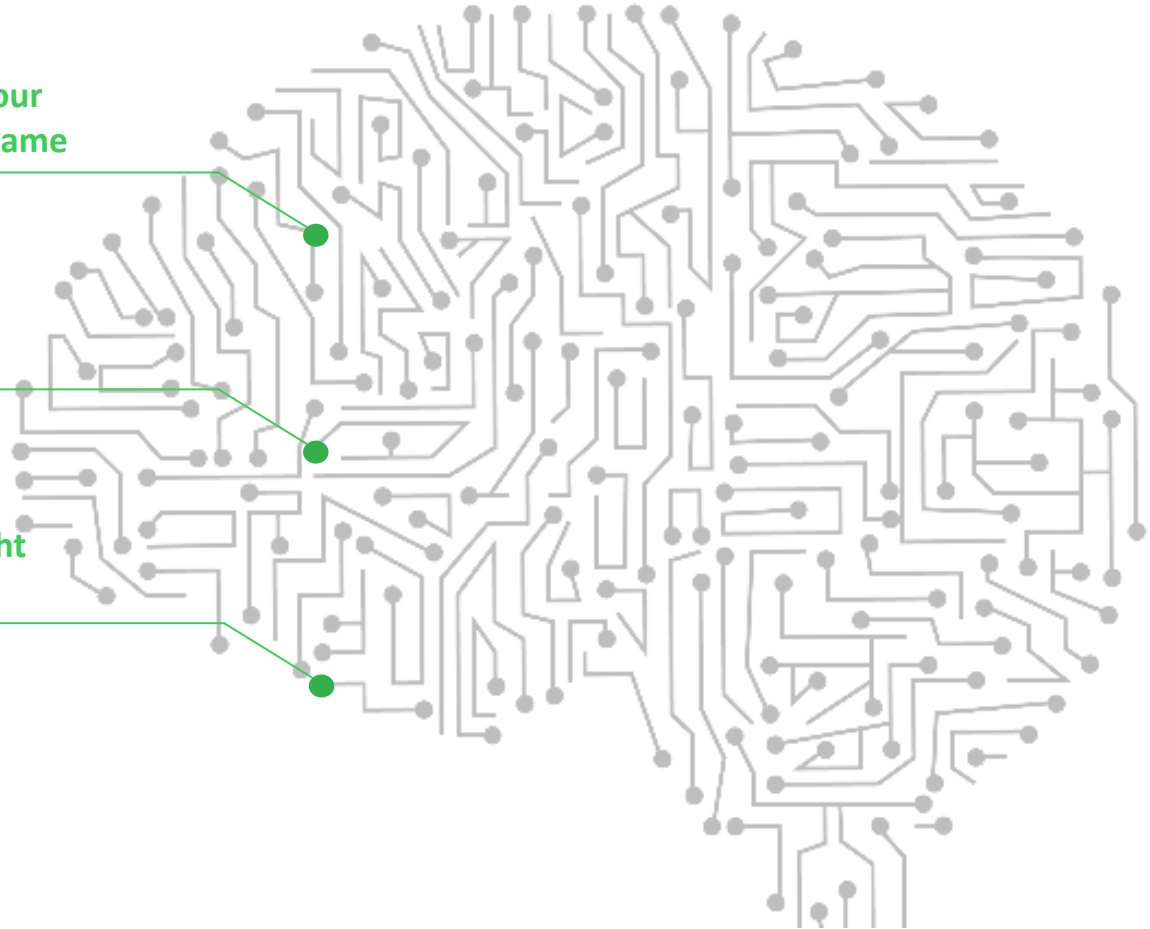
**Technology is key – supporting transformation is essential**

*Change Management*

3

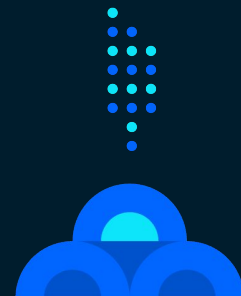
**Generating the right insights at the right time in the hands of the right people**

*Thoughtspot*





# Q&A





# THANK YOU



## HOW DID WE DO?

Click on this breakout session in the mobile app  
and scroll down to the session survey.

## BEYOND.2022

BEYOND.2022

## UP NEXT

**2:00 PM - 2:45 PM**

ThoughtSpot on ThoughtSpot: How we  
build our business on data

*Scott Holden, CMO, ThoughtSpot*

*Raquel Peasley, Corporate Controller, ThoughtSpot*

*Kaushik Patel, SVP Business Operations, ThoughtSpot*

*Ken Rudin, SVP User Growth, ThoughtSpot*