

Guest Speaker: Wayne Casio

Talent Analytics: Why Are We Not “There” Yet?

“Big Data” is a hot topic, as is “Talent Analytics”, yet neither is used widely in HR. It is not a new dilemma as both “push” factors (lack of a workable conceptual model) and “pull factors (the capability, opportunity, and motivation of leaders outside of HR) explain the lack of use. This presentation will describe a conceptual model - “L-A-M-P” (Logic, Analytics, Measures, and Process), along with five conditions that will make analytics appealing to decision makers. They must be timely, useful, credible, focus on pivotal issues, and “tuned” to the contexts that decision-makers face.



Wayne F Casio is a Distinguished University Professor at the University of Colorado, and he holds the Robert H. Reynolds Chair in Global Leadership at the University of Colorado Denver. He has served as chair of the Society for Human Resource Management Foundation and the Human Resources Division of the Academy of Management, president of the Society for Industrial and Organizational Psychology, and as a member of the Academy of Management's Board of Governors. He is a Fellow of the National Academy of Human Resources, the Academy of Management, the American Psychological Association, and the Australian Human Resources Institute. He has published more than 200 articles and book chapters, and 33 books, including *Managing Human Resources* (11th ed., forthcoming), *Short Introduction to Strategic Human Resource Management* (with John Boudreau, 2012), *Investing in People* (with John Boudreau and Alexis Fink, 3rd ed., forthcoming), and *Applied Psychology in Talent Management* (with Herman Aguinis, 8th ed., in press).