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nov. 27

10:00 - 10:15	welcome drink + networking	10:15 - 10:20	opening note
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keynote sessions

10:20 - 10:50	<p>Dr. Amit Mohindra, Founder and CEO - People Analytics Success</p> <p>People Analytics and HR Can Accelerate Organizations' Adoption of AI</p> <p>GenAI promises significant productivity gains, but adoption challenges remain. HR plays a key role in driving AI integration, shaping leadership, culture, and learning. People Analytics empowers HR to unlock AI's potential and provide a competitive advantage.</p>
10:55 - 11:25	<p>Dr. Anthony Hesketh, Associate Professor - Lancaster University</p> <p>Know Your Analytical Self</p> <p>In the ancient Greek Temple of Apollo, the 147 Delphic maxims offer timeless wisdom for today's business leaders, especially in HR analytics. During the session, we'll delve into the three key maxims, starting with "Know Thyself." Discover how organizations can truly understand their data, analyze their capabilities and limitations, and navigate the complexities of executive politics in the analytics landscape.</p>
11:30 - 12:00	<p>David Simmonds, Chairman - HCM Metrics, HR Analytics Group</p> <p>People Analytics, HR Transformation, and International Standards</p> <p>With HR evolving, data-driven decisions are crucial. This session will explore how analytics enhances HR effectiveness, aligns with organizational goals, and drives HR transformation. Explore key trends, technologies, and standards like ISO 30414, and gain actionable insights, followed by an interactive Q&A.</p>
12:00 - 12:20	<p>coffee break</p>
12:30 - 1:00	<p>Dr. Solange Charas, Board Director, Professor of Practice, CEO - EZRA, Columbia University, HCMoneyball</p> <p>From Qualitative to Quantitative: Measuring the Economic Impact of Human Capital Investments</p> <p>Want to learn how to transform human capital management into a data-driven discipline? In this session, we will explore how to use people analytics to measure ROI, link workforce metrics to financial performance, and build cohesive narratives around investments. We'll also discuss emerging standards like ESRS and SEC disclosures to enhance transparency in human capital outcomes, empowering HR leaders to effectively convey the economic value of their programs to investors and boards.</p>
1:05 - 1:35	<p>Abdullah Alyahyan, People Analytics Director - Telecom Industry</p> <p>Applications of LLM and ML in HR</p> <p>In this session, we will explore real-life use cases and practical examples of how People Analytics, powered by LLM and ML, has been implemented effectively within one of the leading companies in Saudi Arabia, driving workforce transformation and business success.</p>
1:40 - 2:10	<p>Dr. Ulas Ozcan, Founder and CEO - FlowQ</p> <p>Art and Science of Human Analytics and Predictive Success</p> <p>In a data-driven world, balancing the art of talent experience with the science of predictive modeling is crucial. Dr. Ulas Ozcan will explore how tools like AI and psychometrics can enhance talent assessment, while highlighting common pitfalls in predictive modeling. This session will emphasize how human insight complements data analytics, ensuring models are both accurate and aligned with real human behavior.</p>
2:15 - 2:50	<p> PAAward Ceremony Honoring and Commending Outstanding Achievements in the PA Field within the Saudi Business Landscape</p>
2:50 - 2:55	<p>closing note</p> <p>2:55 lunch + networking Connect with Industry Leaders and Experts</p>