

## Case study

# Embedding mii People Analytics



Consolidated  
11 data sources  
from 4 systems



Reports are now  
available 2 days  
earlier each month



Over 80 Business Group users now  
interacting with workforce data  
through mii People Analytics



Automation of  
board reports for all  
7 Business Groups

## The Challenge

Following the implementation of mii People Analytics at Stockport NHS Foundation Trust, engagement was mostly at senior management level and used by our workforce reporting teams. The challenge was to support and engage our operational leads and HR Business Partners, so they themselves could realise the benefits of mii People Analytics.

The challenges to engaging users included:

- ✓ Different stakeholders using separate data sources
- ✓ Familiarity with static Microsoft Excel and/or Word reports
- ✓ The usage focus was on the Reporting Team, rather than on the needs and engagement of the end users (namely HR and Operations).

## The Solution

We devised an engagement and deployment programme, which included the key areas:

- ✓ **HR** – Supporting operational leads, with focused views and data which allowed consistent reporting.
- ✓ **Finance** – Access and visibility allowed the Finance Team to be engaged with workforce data, and Covid-19 analytics to understand the associated costs.
- ✓ **Operational Managers** – Encouraging Operational Managers to use mii People Analytics, providing one version of the truth and quick access to insights.

## Client

**NHS**  
**Stockport**  
NHS Foundation Trust

## Date

May 2021

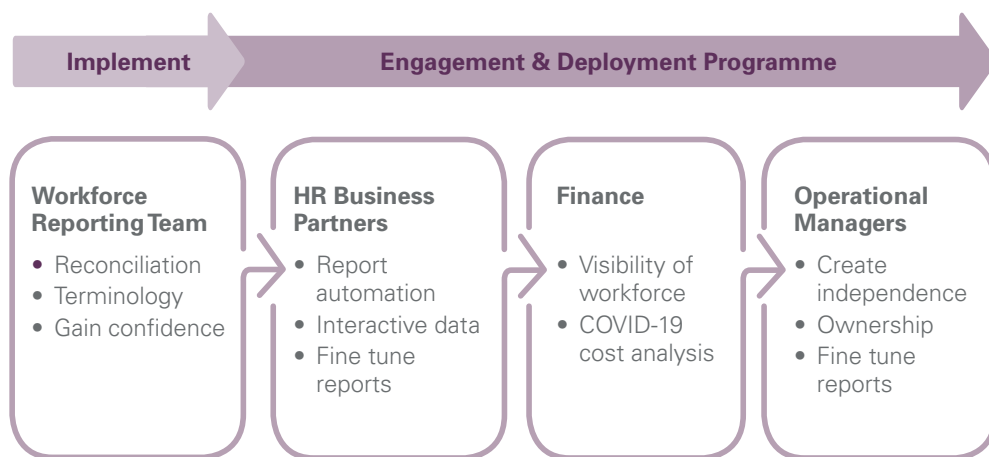
## Challenge

- Engagement of new stakeholder groups
- Deploying new working practices
- Encouraging a wider uptake of mii People Analytics

## Solutions

mii People Analytics  
mii Experts

## The Solution (continued)



“

Liaison Workforce created a fully comprehensive plan to drive rollout and embed mii People Analytics within the organisation. As a partnership approach, this will have great benefits for the organisation, with one version of the truth, and reports and insights all users can rely on in one easy accessible place.”

**Emma Stimpson**

Acting Director of  
Workforce & OD,  
Stockport NHS Foundation Trust

## The Outcomes

- ✓ Challenge the norm... static reports do not need replicating; value and insight can be achieved through better and interactive visualisations
- ✓ Provide ongoing valuable and key workforce intelligence, rather than overloading or overwhelming users with too much data
- ✓ Embrace appetite for change

## Next Steps

- ✓ Add further data sets to widen the scope and provide complete visibility
- ✓ Improve equality and diversity analysis and performance
- ✓ Using actionable insights to focus on health and wellbeing

To discuss how Liaison Workforce can support your organisation with People Analytics, please contact our team on **0845 603 9000** or at [peopleanalytics@liaisongroup.com](mailto:peopleanalytics@liaisongroup.com)



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