

The Optimal Team Make-up: What is the Talent Set that Every Data & Analytics Leader Should Have, and How To Get Them • What profile and skillsets do you truly need

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What profile and skillsets do you truly need and how do you combine them to optimize performance

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To build an effective data analytics team, a leader should understand the profile and skillsets needed and how to combine them to optimize performance.

Skillsets that leaders should look for building teams should include

1. Soft Skills
2. Hard Skills

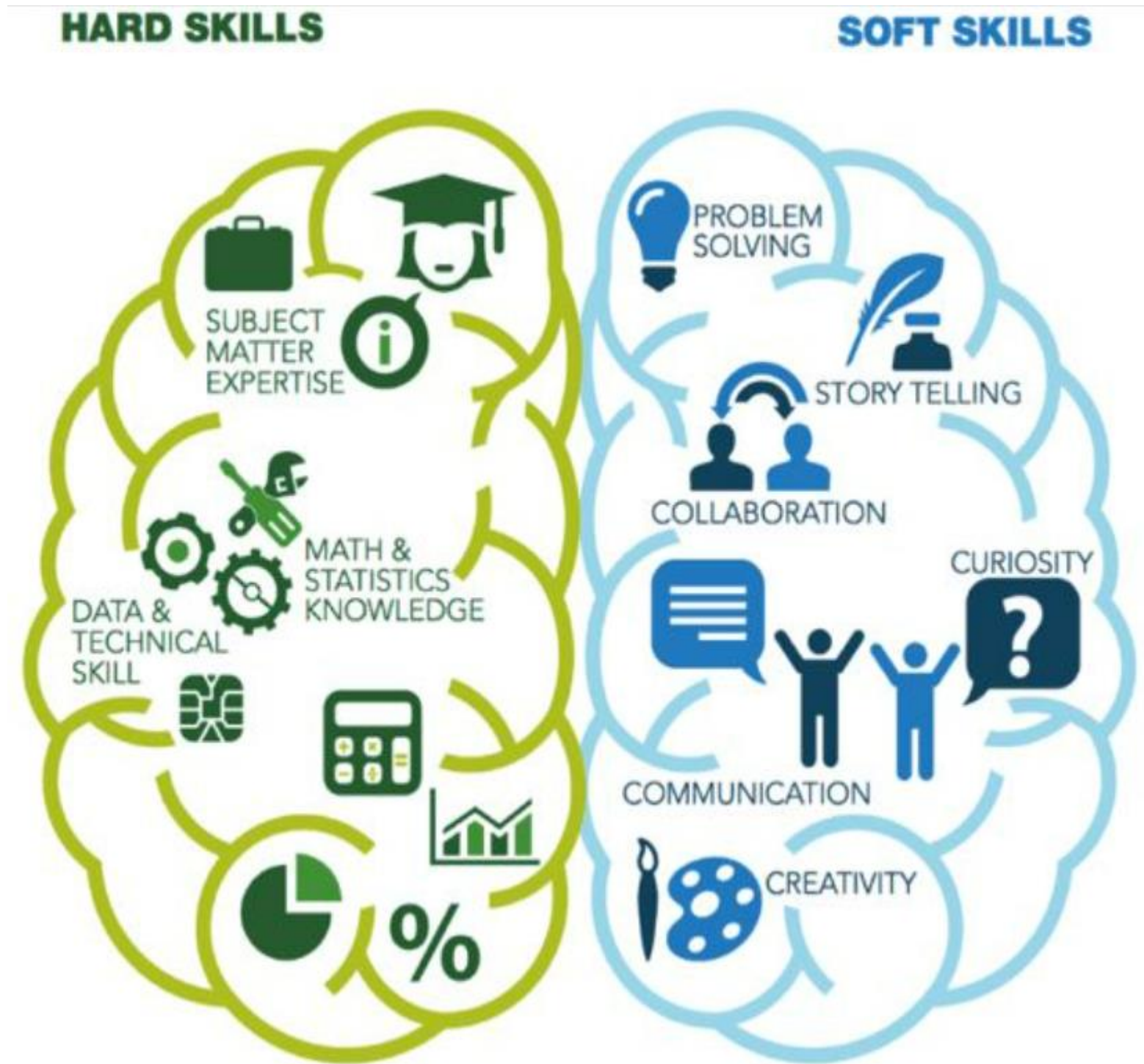


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Soft Skillset needed for Data Analytics

- **A good communicator**

Being able to present findings in a clear and concise manner. Analytics professionals must be able to tell a story with data through strong writing and presentation skills.

- **A problem solver**

In a profession that seeks to turn data into solutions, being a natural problem solver helps connect the dots.

- **A critical thinker**

Data analytics professionals need to think critically about not only the implications of the data they collect, but about what data they should be collecting in the first place.

- **Both detail-oriented and a big picture thinker**

Data analytics professionals need to understand how their recommendations will affect the bottom line of a business. There's no point in having access to large quantities of information without knowing how it can be harnessed to analyze and improve tactics, processes and strategies.

Hard Skills



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1. Statistical analysis -Statistics to interpret data accurately.
2. Cleaning of Data- Skills in data wrangling and preparation using multiple tools
3. Programming Languages- Proficiency in programming languages
4. Visualization- Ability to create compelling visualizations using different tools

Profile of Data Analytics Professionals

1. Data Analyst

- Focuses on analyzing data to uncover trends and insights.
- Translates complex data into understandable reports and visualizations

2. Data Scientist

- Develops predictive models and algorithms to solve complex business problems.
- Works on data-driven products and advanced analytics solutions.

3. Data Engineer

- Builds and maintains the data infrastructure and pipelines needed for data analytics.
- Ensures data quality, consistency, and availability

4. Business Intelligence (BI) Specialist

- Focuses on building and maintaining BI dashboards and reporting systems.
- Provides actionable insights through data visualization and reporting

Combining Skillsets for Optimal Performance

- **Develop a Strong Foundation**

To excel in data analysis, it's crucial to lay a strong foundation by mastering fundamental skills

- **Learn Data Manipulation**

Data manipulation techniques are vital in effectively handling and preparing datasets for analysis.

- **Sharpen Your Statistical Skills**

Understanding concepts like probability distributions, hypothesis testing, and regression analysis empowers you to draw reliable conclusions from data

- **Stay Updated with Tools and Technologies**

By staying updated with these tools, you can enhance productivity

- **Seek Domain Knowledge**

Domain expertise plays a vital role in data analysis. Understanding the specific context of a field enables you to interpret data accurately and extract meaningful insights



What is great resignation, or the great re-shuffle?

“The bosses usually assume people leave because they want more money or better benefits. But the people who leave almost never say that. They say they are seeking greater opportunities for professional growth, more meaningful work and a sense that their efforts are appreciated”

- As Of Feb 2022-
- More than four million Americans every month had quit their jobs over the previous six months.
- **Great Reshuffle,**
- When people did not simply leave the workforce: They quit their jobs in search of something better.
- Many decided to begin entirely new careers or start their own businesses. Or — having gotten used to working remotely and enjoying it — they began seeking employment with greater flexibility and a more congenial corporate culture.

What Leaders Should do?

1. Enhancing Employee Retention
 - Competitive Compensation & Benefits-Offer flexible benefits like remote work options, health and wellness programs
2. Career Development Opportunities
 - Create transparent career progression plans and provide mentorship to guide employees in their growth.
3. Improving Work-Life Balance
 - Offer options such as remote work, flexible hours, or hybrid models to accommodate diverse needs.
4. Revamping Recruitment Strategies
 - Strengthen company's brand, Expand recruitment channels
5. Cross-Training Employee
 - Train employees in multiple areas, Encourage knowledge sharing
6. Strategic Workforce Planning
 - Developing Pipelines, Scenario Planning

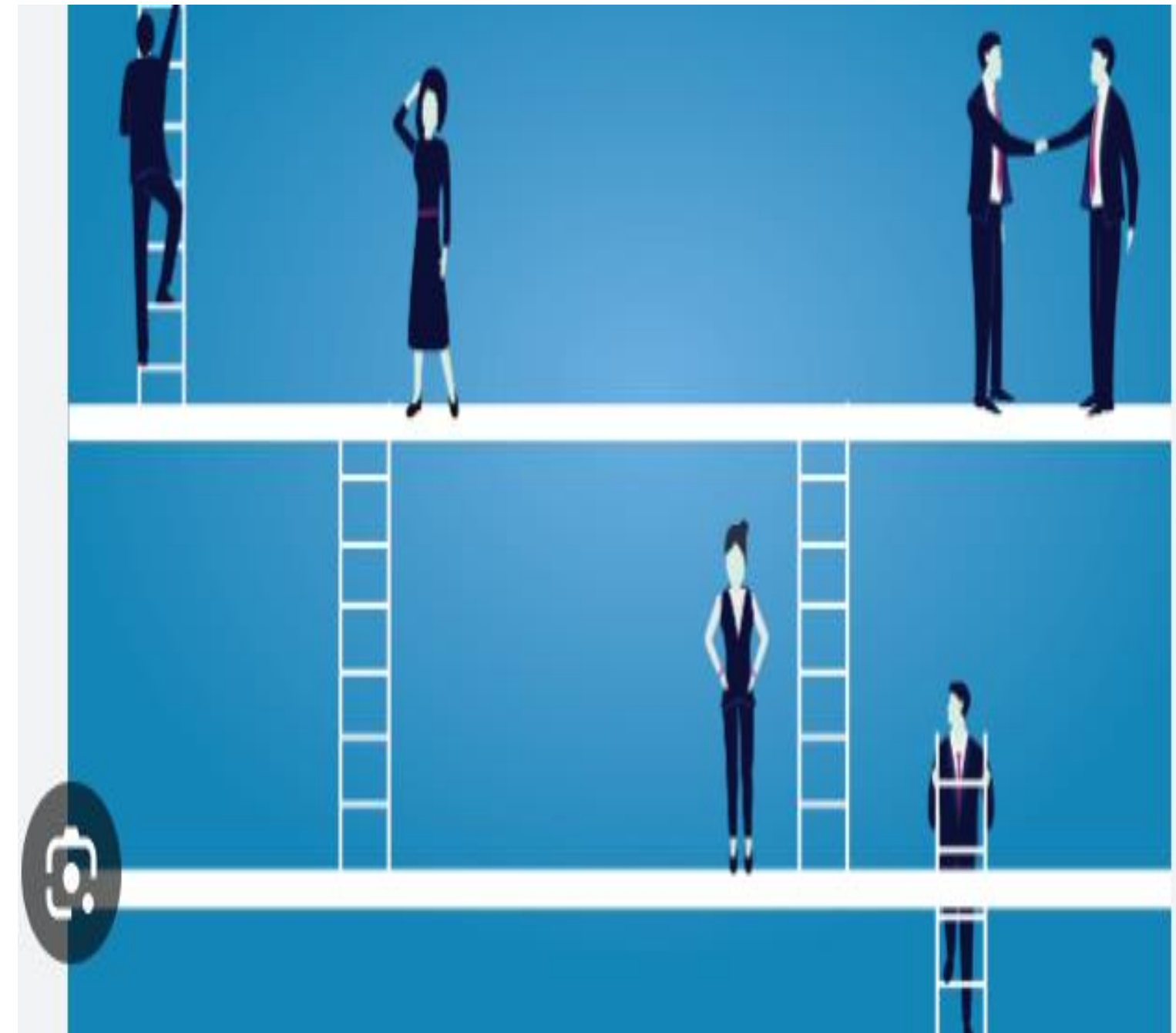


How to create compelling career paths for internal talent mobility.

Internal mobility is defined as the vertical or lateral movement of employees across different roles within a company

Why should companies do Internal Mobility?

1. Internal mobility is one of the most effective sourcing channels. It takes just 4 applications via internal mobility to result in 1 successful hire. Compare this to job boards, where it takes 36 applications to result in 1 hire.
2. Employees at companies with high internal mobility stay almost twice as long as those with low internal mobility.
3. Creating an internal mobility program allows you to understand the skills sets available in your existing talent.
4. You can build deep pipelines of internal talent to be leveraged whenever a role arises.
5. Boost employee retention by offering clear career development paths and exciting opportunities.
6. You'll be better positioned to pivot, innovate and adapt to challenges.



Though most companies spend only

6%

of their recruitment budgets on internal candidates, these candidates fill

14%

of job openings

It can take an outside hire to perform as well as an internal hire in the same role

3 YEARS

Up to

20%

of employee turnover happens in the first 45 days of a job

External hires are

61%

more likely to be laid off or fired in their first year of service and

21%

more likely to leave

Internal mobility by the numbers.

Identify, upskill and retain internal talent

Senior leaders must recognize talent and cultivate a workplace where everyone can grow and learn

1. Focus on Results, Not on Leadership Style

- A strategy to grow internal talent can't succeed without examining preconceived notions of how a leader should look or behave. An extrovert might make a charismatic leader, speaking to prospective clients or presenting on the latest product or service. However, introverted individuals may be just as effective by quietly analyzing the strengths and weaknesses of their direct reports and optimizing the performance of the entire team

2. Prioritize Mentoring and Career Mapping

- Managers should have career mapping conversations with all employees, no matter their age or experience.

3. Create Generational Inclusion

- Younger workers expect a dynamic, diverse and inclusive workplace culture. Instead of judging the attitudes, expectations and work habits of younger generations, remember that millennials and Gen Z learned differently in the classroom than older generations

Nurturing diverse internal talent that could be interested in moving to data analytics roles

The importance of diversity in the workplace

A diverse workforce benefits everyone — and it's not just good for your business, it *is* good business.



Remember that diversity is more than just race or gender. People from different backgrounds bring personal experiences and distinct perspectives to an organization that strengthens the overall team.

How to find Diverse Internal Talent

1. Partner with internal teams to find diverse talent

- Leaders should not have to look for external hires to support strategies. Instead, partnering with ERG leaders and employees could help existing talent transition into Diverse roles, which can be critical for retaining institutional knowledge while increasing the Diversity.



How to find Diverse Internal Talent

2. Leverage Data and Tools

- Implement tools that track employee skills, performance, and career progression. This helps identify high-potential employees from diverse backgrounds.

3. Encourage Professional Development

- Provide training, mentorship, and career development opportunities to all employees, especially those from underrepresented groups.

4. Recognize and Reward Contributions

Recognize and celebrate the achievements of employees from diverse backgrounds.



Tapping into Collaboration Networks

The term **collaborative hiring**, or **collaborative recruitment**, refers to a **team-based recruitment method** rather than one HR manager conducting interviews alone, you **actively engage** people from other departments to assist with identifying and selecting the right candidates. This method can be highly beneficial as it allows more people to be involved in the hiring process resulting in better-evaluated candidates who often get the opportunity to meet the exact people they would be working with.

Collaborative recruiting isn't just beneficial for team building. It can also majorly impact your company's ROI and long-term employee retention.

External Networks

Tapping into collaboration networks effectively can boost both recruitment and project-based initiatives, as well as internal mobility within organization.

1. External Collaboration Networks

- Leverage Specific Platforms: Use platforms like LinkedIn to connect with potential candidates. Engage with communities relevant to your industry and share job postings or opportunities.
- Attend Industry Events: Networking in these settings can help you find talent and build relationships with potential recruits.
- Partner with Educational Institutions: Collaborate with universities and training centers to access a pipeline of new graduates or interns. create internship programs.

2. Engage with Professional Associations: Join and participate in professional associations relevant to your industry. These organizations often have job boards and networking events.

3. Project-Based Initiatives

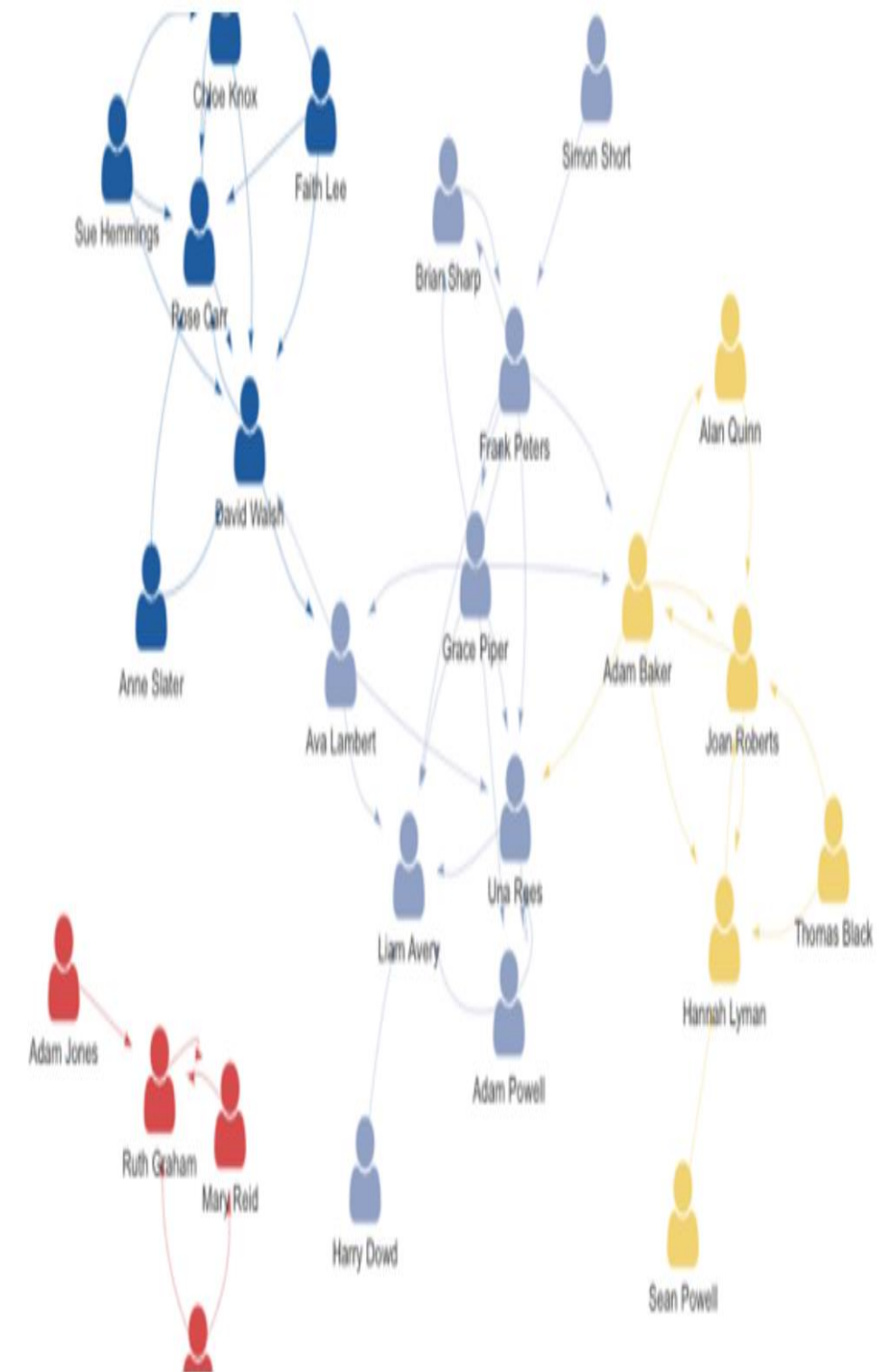
- Freelance platforms like Upwork, Freelancer to find experts for short-term projects. These platforms offer access to a wide range of skills and expertise.



Internal Collaboration Networks

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1. Create an Internal Job Board: Maintain an internal job board or portal where employees can view and apply for open positions within the company. This helps employees explore new roles and career paths.
2. Encourage Cross-Departmental Projects: Foster collaboration by creating cross-functional teams for projects. This allows employees to work in different areas and gain new skills while contributing to various aspects of the business.
3. Promote Knowledge Sharing: Use internal collaboration tools (like, Microsoft Teams) or do lunch n Learn to share knowledge and encourage interaction across departments.
4. Provide Training and Resources: Ensure that employees have the resources they need to work effectively across different teams and projects.
5. Encourage Mentorship and Networking; Foster a culture of mentorship where experienced employees help others navigate internal opportunities. Facilitate networking events within the company to build relationships across teams.



Questions