# Smarter People Planning Website content

[www.smarterpeopleplanning.com](http://www.smarterpeopleplanning.com)

# Home

* Smarter people planning requires a glance in the review-view mirror and a finely tuned GPS. If you are seeking to enhance an existing program or to design a new one, SPP supports clients in all aspects relating to capitalizing on human capital investments while minimizing risks.
* The world is not a stagnant place and change is not linear.
* Your strategies will need to constantly evolve and your data can help inform the direction.
* No matter how complex your business questions, we have the capabilities and valuable experience to proffer answers you need to move forward. We can help you take decisive action and achieve sustainable results.

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Quotes you can use anywhere on the site

* “Life is what happens while you are busy making other plans.” – John Lennon
* “[Being busy does not always mean real work. The object of all work is production or accomplishment and to either of these ends there must be forethought, system, planning, intelligence, and honest purpose, as well as perspiration. Seeming to do is not doing.](http://www.brainyquote.com/quotes/quotes/t/thomasaed131294.html)” -[Thomas A. Edison](http://www.brainyquote.com/quotes/quotes/t/thomasaed131294.html)
* “[Plans are nothing; planning is everything.](http://www.brainyquote.com/quotes/quotes/d/dwightdei149111.html)” - [Dwight D. Eisenhower](http://www.brainyquote.com/quotes/quotes/d/dwightdei149111.html)
* “[Failing to plan is planning to fail.](http://www.brainyquote.com/quotes/quotes/a/alanlakein154654.html)”- [Alan Lakein](http://www.brainyquote.com/quotes/quotes/a/alanlakein154654.html)
* “In preparing for battle I have always found that plans are useless, but planning is indispensable.” - [Dwight D. Eisenhower](http://www.brainyquote.com/quotes/quotes/d/dwightdei149111.html)
* “Plan your work and work your plan.” - Unknown

# About

Smarter People Planning (SPP) is a human capital analytics, evaluation research and advisory consulting firm which aims at providing practical, valid, credible, and useful insight about the workforce your decision makers require to take decisive actions that would yield sustainable results. Through deep expertise in human capital analytics and evaluation, our experts employ better practices to address your complex business questions.

We have over 20 years’ experience, researching and solving human capital business problems for organizations, viz.: Accenture, Alltel (acquired), Jones Lang LaSalle, McDonalds, McKesson, Verizon, and Xerox. We have built, executed and delivered evaluation models for nonprofits (AIB, Greater Twin Cities United Way, and CareerEdge Funders Collaborative) and federal agencies (Defense Acquisition University and National Aeronautical and Space Administration). Furthermore, we designed industry leading benchmarking award programs for the fields of learning and development as well as diversity and inclusion.

## Our Vision:

Human capital analytics domination through passion, trust, thought leadership, and customer loyalty while educating and informing the industry.

## Our Mission:

Enable our clients to earn the best return on investment (ROI) for their human capital investments.

## Our Core Values:

* Collaborate – We do it with you not to you.
* Customer Satisfaction - Keep you happy and coming back for more.
* Ethics - Personal and data integrity.
* Innovation – Create “a-ha” and the “wow” moments.
* Passion- Bring joy to the party.
* Transparency- Open the kimono.
* Trusted Advisor – Be in the know.

# Services

Do you need:

* To create alignment and consistency of measurement across your organization?
* To determine if your organization is tracking and measuring the right business performance measures required for making critical decisions?
* To create a metric focused culture and streamline all the rhetoric?
* To build a business case for a human capital investment?
* A comprehensive learning and development measurement strategy?
* To refresh your current learning and development measurement strategy?
* To consider jumping into predictive analytics, but have concerns about the quality of your data?
* To establish a smarter instructional design process with embedded evaluation?
* To enhance your Kirkpatrick evaluation model with smarter tools, data collection techniques and reporting?
* To assess the return on investment (ROI) of learning and development programs?
* To build reliable assessments or surveys?

If you answered “yes” to any of these questions then SPP is your solution.

Your workforce is your only competitive advantage. Your workforce is the horsepower that conceptualizes, designs, sales, delivers, and manages the products and services that your customers love. It is critical that you maintain your competitive edge with skilled, highly effective, and efficient people.

People planning require a prospective and retrospective view of your world. With just the right mix of metrics, data, and planning, the view into your people can be astounding.

## Advisory Services

### Human Capital Analytics & Evaluation Strategy - Connect the Dots

Smarter People Planning will conduct an environmental scan and join forces with your stakeholders to collaboratively build a comprehensive measurement strategy that is aligned to organizational/departmental goals and objectives.

Within four weeks, Smarter People Planning will provide a full report including a strategy map illustrating alignment to the goals and objectives, recommended modifications to the current metrics, identify potential data sources, a high-level execution roadmap, reporting recommendations, and desired outcomes.

### Organizational Enablement – Team Scaffolding

It doesn’t matter if you are a human capital analytics early adopter or just getting into the game, your teams can benefit from the unique perspective and expertise offered by Smarter People Planning. Through coaching, mentoring, and shadowing, our experts will work with your teams to scaffold them to ultimately design and deliver human capital analytics and evaluation insights. Proprietary tools and templates will be created to maximize team capabilities and drive enablement.

### Human Capital Analytics & Evaluation Workshops

## Smarter People Planning experts design and facilitate custom human capital and evaluation workshops for teams of any size. These workshops are highly interactive and led by practitioners with firsthand experience working with organizational data and executive stakeholders. Since each workshop is custom, the client and a SPP expert will establish the workshop goals, audience and desired outcomes. Workshops can include example case studies, best practices, development of tools and templates, and/or creation of a strategic plan.

## Human Capital Analytic & Evaluation Services

### Rapid-Cycle Program Evaluation

Rapid-cycle program evaluation is an assessment of incremental program changes real-time during launch and operational decisions and changes are made real-time. Rapid-cycle evaluation employs rigorous, scientific research methods to quickly assess program effectiveness by leveraging on existing data allowing for speedy, continuous improvement in determining if operational changes improve program outcomes.

Rapid-cycle does not examine the overall impact of a program, but rather incremental outcomes which help avoid investments in changes that are unlikely to produce the desired results.

### Impact + Predictive Analytics

Impact evaluation is appropriate when one is looking in a mirror and needs a reflective analysis. Predictive Analytics is appropriate when one wants guidance from a GPS, based on where you’ve been. In both cases, business intelligence is captured consequently leading to insightful decision making.

Sometimes there are no clear evaluation questions or plan in place. That’s the real world. Predictive analytics is the application of sophisticated data mining, business and predictive analytic techniques.  Valuable insights can be gained by leveraging on existing datasets or “big data” (i.e., cross-functional, disparate, multi-faceted data) to look for relationships, patterns, and trends that exist to predict desired outcomes. Smarter People Planning experts build custom predictive models to provide customers with credible, quantitative insights. These insights guide tactical and strategic decisions with the power of predictive intelligence. Predictive analytics can be a solution for any organization regardless of size, organizational capability, or data availability.

### IMPACT BLUEPRINT ®

Our Impact Blueprint service is a strategic process and tool to help you demonstrate business impact for a current investment and for planning future investments. You’ll identify the big-picture wins for your business and the micro wins that show your progress along the way.

**Our Impact Blueprint service allows you to:**

* Gain stakeholder buy-in to your current or planned investments
* Foster collaboration with your team and the rest of the organization
* Embed accountability into your function
* Remove the complexity and confusion around selecting business performance metrics (e.g., KPIs and other success measures)
* Plan evaluation and measurement activities
* See how your team’s activities contribute to the business and where you fall short
* Make smarter decisions based on data
* Drive continuous improvement
* Enable strategic communication via a helpful tool

**Our Impact Blueprint service has two options:**

* + We coach you to build your own custom Impact Blueprint
  + Our consultants build your Impact Blueprint for you

 Whichever one you choose, your Impact Blueprint will be tailored to your business and your needs. The process works for existing investments and investment planning. We can create an Impact Blueprint for any type of learning program, HR, or talent management initiative (e.g., leadership, project management, change management, etc.), regardless of delivery method.

To build your Impact Blueprint, we start by working collaboratively to document how your departmental vision and strategy is aligned to the corporate strategy. Next, we establish the business questions you need to address and determine the indirect and direct business measures that will show impact.

**Read more**

The Impact Blueprint process and tool are both explained fully in our book: [Be More Strategic in Business: How to Win through Stronger Leadership and Smarter Decisions](https://www.bemorestrategicinbusiness.com/). You’ll see how the Impact Blueprint fits into a complete model for winning strategic leaders.

[Contact us today](https://www.smarterpeopleplanning.com/contact)**to start planning investments with a clear and visible connection to business outcomes.**

## Service Options:

When you engage in smarter people planning you always have options!

* Comprehensive Solution – You are ready for your tailor-made SPP solution and want to start now.
* Micro-Solution – Not ready for a comprehensive solution? Then try a micro-experiment, trial, or pilot. This option allows you to test drive new ideas before fully committing.
* Expertise When the Time is Right – You can have an SPP People Planner on-retainer to support any of your human capital analytics and evaluation needs when you need them.

# Contact

(916) 573-6753 or (916) 5PEOPLE

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Fields for question submission:

* Name
* Company
* Phone
* Email
* Message

# Key Words for SEO:

* Assessment
* Business impact
* Evaluation
* Human capital
* Human Capital Analytics
* Kirkpatrick
* Learning and development
* Measurement
* Metrics
* Non-profit
* Training
* Performance Measurement
* People
* Predictive analytics
* ROI
* Talent management
* Workforce

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Notes

* At the bottom add “Copyright 2020 Smart People planning. All Rights Reserved”
* Add the SM above the name and slogan. Servicemark instead of Trademark.
* Phone number : (916) 5PEOPLE or (916) 573-6753
* Add the google call widget to the website