

Workforce Analytics for Healthcare

Executive Leadership Summit

Strategic guidance for optimizing labor utilization and productivity across the enterprise

You've successfully implemented Kronos® Workforce Analytics™ for Healthcare, but are you still facing challenges when it comes to meeting productivity expectations, adhering to labor budgets, and managing change? Kronos offers an Executive Leadership Summit to help healthcare organizations — from single community-based facilities to large health systems with locations nationwide — better leverage their investment in Workforce Analytics.

A post-implementation Kronos Advisory Services offering, the Executive Leadership Summit provides strategic guidance to support your labor management initiatives. Our team of strategic advisors will conduct performance assessments and audits, identify opportunities for improvement, and provide expert recommendations for maximizing the efficiency of your labor management operations. This engagement is designed to help executive leaders optimize workforce utilization and productivity through streamlined analytics approaches, informed decision making, and effective change management.

Scope and approach

Through a combination of on-site and remote services, Kronos strategic advisors will review and assess the current state of your labor management program with a focus on workforce analytics. They will use their findings to uncover opportunities for improvement, provide best-practice recommendations, and guide you in re-aligning labor management strategies with financial and operational goals.

The engagement consists of four key phases:

Inspect

- Kickoff call to define summit objectives and identify measurable success metrics
- Stakeholder surveys and interviews to understand challenges and gather information

Interpret

- Remote departmental audit to determine current system state
- Labor data mining and analysis
- Development of benchmark targets for comparison

Insight

- Interactive on-site workshop to develop labor management strategies based on analysis findings
- Discussion of tools and metrics, including visualizations, to enable meaningful analytics and data-driven decision making

Implement

- Alignment of strategic analytics initiatives with organizational, financial, and operational goals
- Recommendations for organizational culture shifts and ongoing change management to hardwire Workforce Analytics tools into day-to-day operational processes



Key Benefits

- » **DRIVE OVERSIGHT AND CONTROL** with strengthened leadership commitment, data governance, and accountability measures
- » **IDENTIFY AREAS FOR IMPROVEMENT** through a gap analysis based on key performance indicators and industry standards
- » **GAIN ACTIONABLE INSIGHTS** with event-driven data visualizations that facilitate predictive analytics
- » **BALANCE AND IMPROVE** productivity, quality, and costs with enhanced methodologies and professional planning
- » **HARDWIRE ANALYTICS** into your healthcare organization's culture, workflows, and decision-making processes



Engagement deliverables

At the end of your engagement, your Kronos strategic advisors will provide an Executive Leadership Summit Summary Presentation and a Detailed Findings and Recommendations Report that can be used to guide implementation of new approaches and strategies.

Typical duration

Executive Leadership Summits are flexible and customizable to meet your specific needs. Duration varies depending on the size of your healthcare organization and the complexity of your Kronos system configuration, but the typical engagement totals approximately 60 hours over the course of six weeks.*

	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
Project Management						
Inspect Phase						
Summit Kickoff Call						
Executive Surveys & Interviews						
Engagement Goal Definition						
Interpret Phase						
Remote Departmental Audit						
Labor Data Mining & Analysis						
Insight Phase						
Interactive On-site Strategic Workshop						
Results Analysis & Metrics Setting						
Implement Phase						
Analytics Strategy Development						
Financial & Operational Goal Alignment						
Presentation of Findings & Recommendations						

*This time frame represents an average based on our experience with engagements of this type with Kronos customers. The duration of your engagement may vary.

Client participation

Active C-suite involvement is critical to a successful Executive Leadership Summit engagement. This includes ongoing support from a dedicated executive sponsor, who has a vested interest in labor management success and sufficient political influence to serve as an effective change champion. Summit participants may include your chief executive officer, chief nursing officer, chief financial officer, chief operating officer, and/or chief people officer.

In addition, your strategic advisor will require access to your Kronos production system as well as subject matter experts from departments across your healthcare organization.

Partner with the trusted leader

Kronos is a leading provider of workforce management and human capital management cloud solutions. Kronos Services provides a wide range of strategic services that help customers achieve smart value fast and a rapid return on their workforce solution investment — all while delivering the experience they expect. Learn more at <http://www.kronos.com/services>. **Kronos: Workforce Innovation That Works™**.