



Using Analytics to Field a Winning Workforce



Your team is down one run and the bases are loaded. It is the bottom of the ninth with two outs. You have one final chance to win the ballgame. Who do you put up to bat? Who can you trust to deliver the game-winning hit? Your team is counting on you to make the right decision and the fans wait breathlessly for you to make the right call.



This is a familiar scenario for professional baseball team managers who often have to make critical decisions in pressure-packed situations. The good news (for them) is that the sport of baseball has evolved significantly in terms of helping managers and other executives make informed decisions about their players (their workforce).

Although the practice had been evolving for decades, baseball analytics – known as sabermetrics – captured the public’s attention with the publication and screenplay adaptation of *Moneyball* which features a team looking for an advantage with a significantly smaller budget than its competitors. The story centers around the team’s leaders rethinking subjective criteria for productive players in favor of objective data identifying which players would contribute most to team success. The result was a winning team.

In today’s changing world of work, organizations are continuously being asked to do more with less. They are faced with the significant challenge of deploying a productive and winning workforce, their “game-winning” team, with fierce cost restrictions and a rising [talent shortage](#).

Data-driven planning and proactive workforce analytics will provide the competitive edge that organizations need to address these challenges. [Learn more](#) about how companies

can use predictive and prescriptive analytics to field a winning workforce.

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