

### 3.4: Discussion- People Analytics and Human Capital Trends

You're an HR professional at Pinnacle Pharmaceuticals. Currently, there is no succession plan or "bench" for the company's current leaders. The CEO has not made this a priority for the HR department, but you feel strongly that she needs to have a second look. You will need a plan for speaking to the CEO if you're going to get succession planning on the list of strategic priorities for the company. In order to take the lead on this, you'll need to anticipate and plan ahead.

#### Discussion Prompt

Answer one of the following questions:

- Which challenges do you anticipate will come up during the conversation?
- On what best practices in people analytics will you rely?
- What kind of data do you think will support your position best?

#### Grading

Share your opinions below and respond to two of your classmates' thoughts.

Discussion Grading Rubric

Criteria	Not Evident	Developing	Exemplary	Points
Submit your initial response	<b>0 pts</b> No post made	<b>5 pts</b> Post is either late or off-topic	<b>10 pts</b> Post is made on time and is focused on the prompt	10 pts
Respond to at least two peers' presentations	<b>0 pts</b> No response to peers	<b>2 pts</b> Responded to only one peer	<b>5 pts</b> Responded to two peers	5 pts
			<b>Total:</b>	<b>15 pts</b>

#### Contributors and Attributions

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