



10th Meeting of the UNCTAD Advisory Group on:



“Innovation Knowledge for Inclusive and Sustainable Development: Transferring Knowledge through Technology” – **Big Data Opportunity**

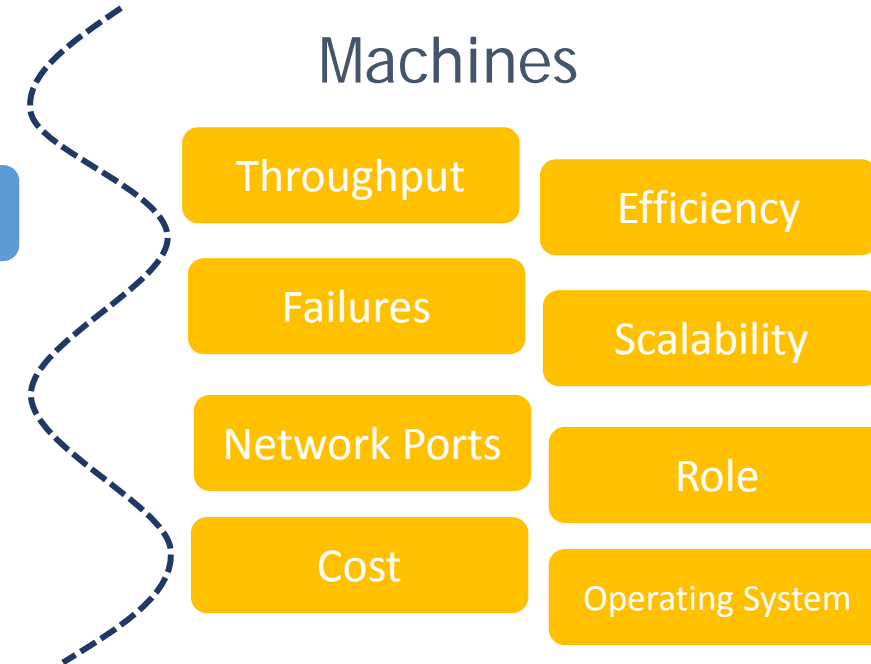
By Jude Fletcher & Katy Bowers

The World We Live In

Summarizing...



Data is collected in ever increasing amounts



...and capturing finer granularity of their behaviour

Volume | Variety | Velocity | Veracity : **BIG DATA**

Nestlé World

Nestlé is a global leader in Nutrition, Health and Wellness



- Providing safe, quality nutrition for more than 140 years
- We have over 2000+ brands worldwide
- 447 factories in 86 countries
- CHF 92.2 billion in sales in 2014
- 1 billion Nestlé products sold every day
- We have over 339,000 employees around the globe operating in 197 countries

In the UK & Ireland alone...

- £2.6 bn turnover in 2014
- 9,000 employees across UK & Ireland
- 21 sites including offices (14 manufacturing sites)



The problem of Big Data itself...

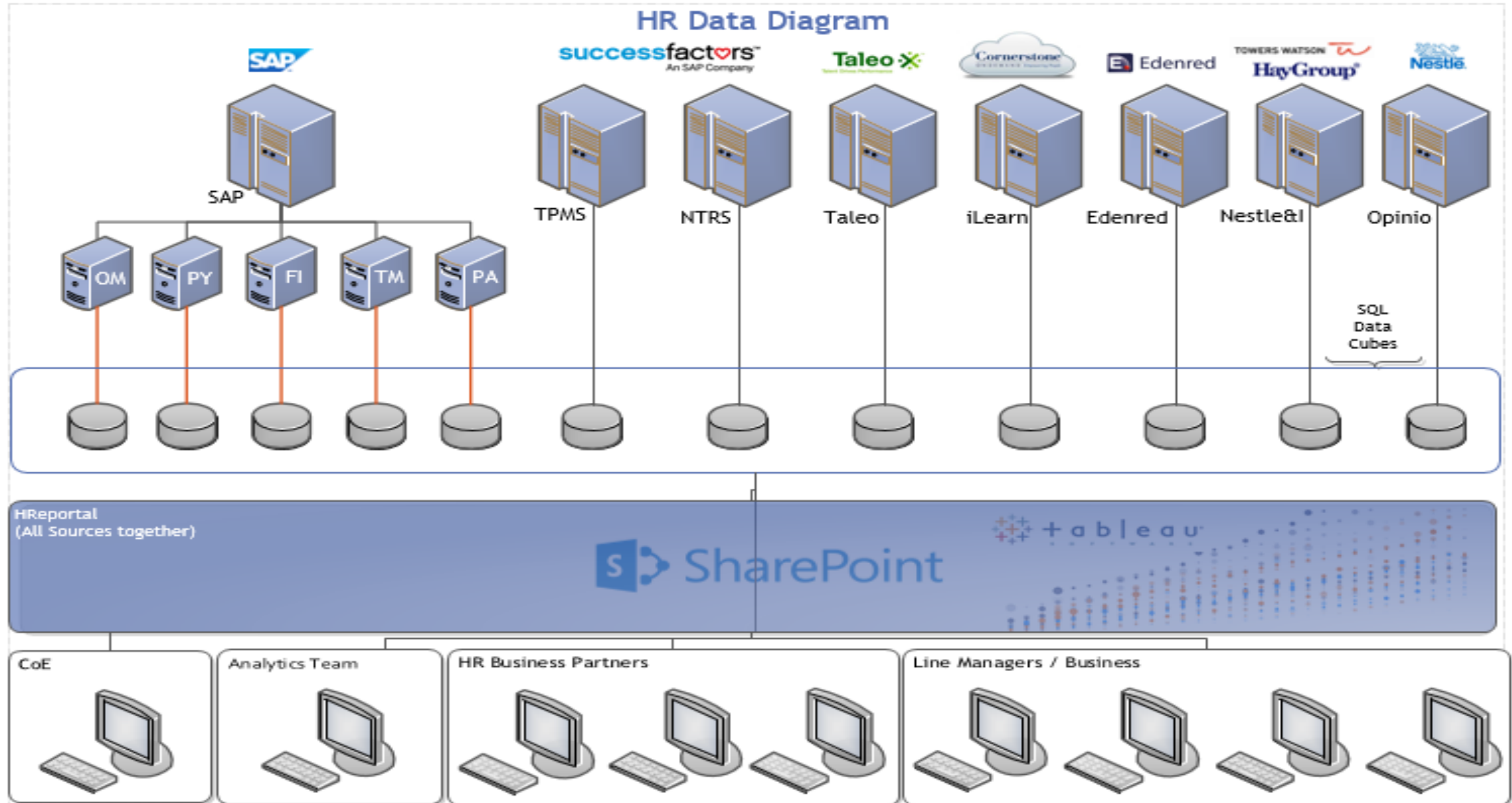
...is nothing new to us

What we find interesting...

A paradigm shift where orgs including Nestlé have seen how predictive analytics (leveraging big data) can transform their decisions.



An example of how we have leveraged Big Data



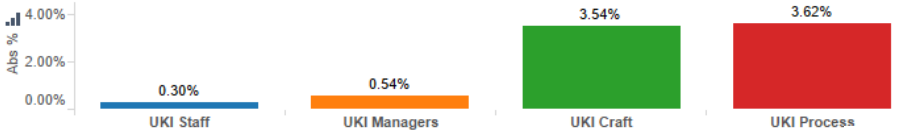
An example of how we have leveraged Big Data



Last Month's Overall Absence Figures

Total Abs Hours	3,334.00
Total Planned Hours	113,181.00
Total Abs Percentage	2.95%

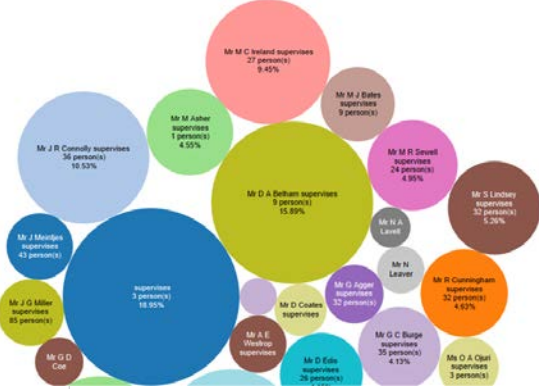
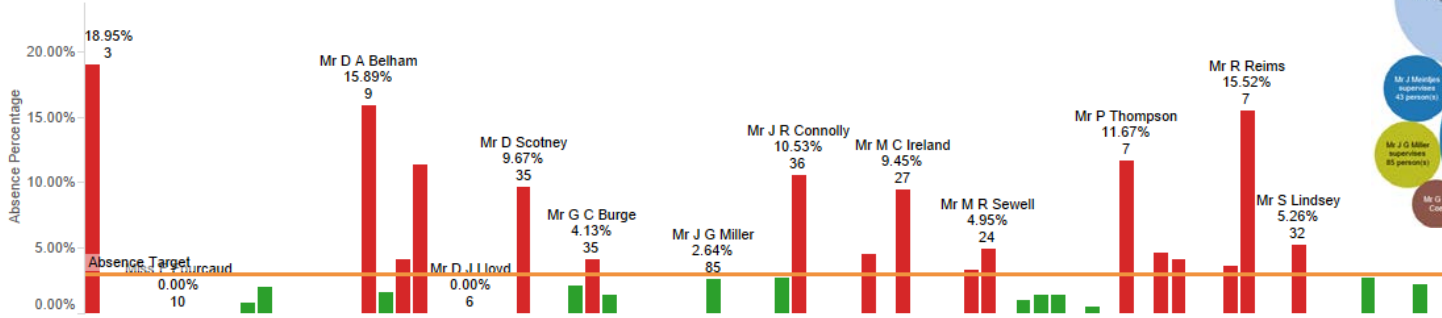
Absence by Employee Subgroup



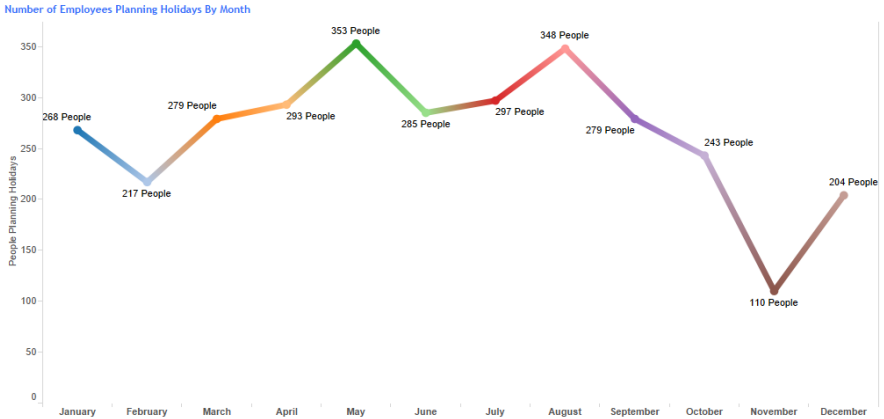
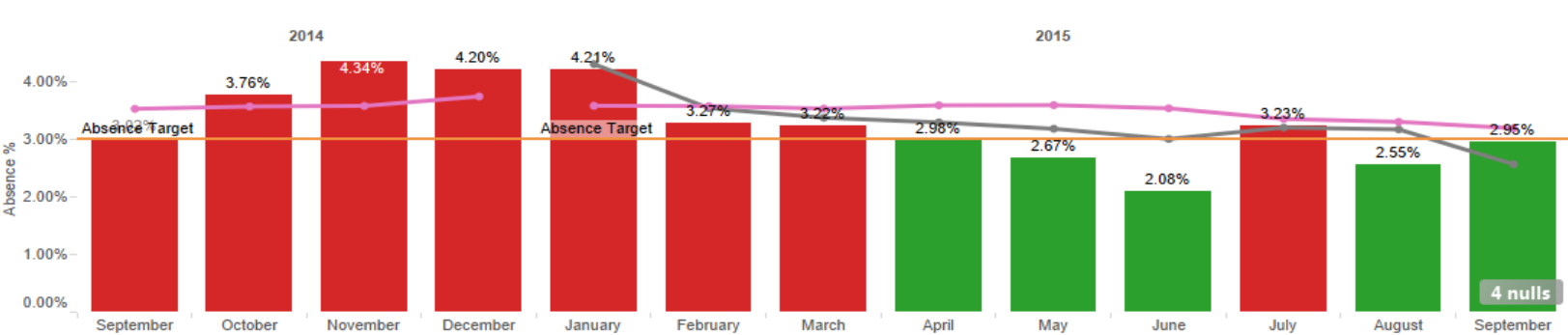
Filter By Org Units

(All)

Absence % by Line Manager (LM) with Target



History of Factory Absences % - YTD | Rolling Absence %





"Just Enough - Just in Time - Just for Me"

Core Principles

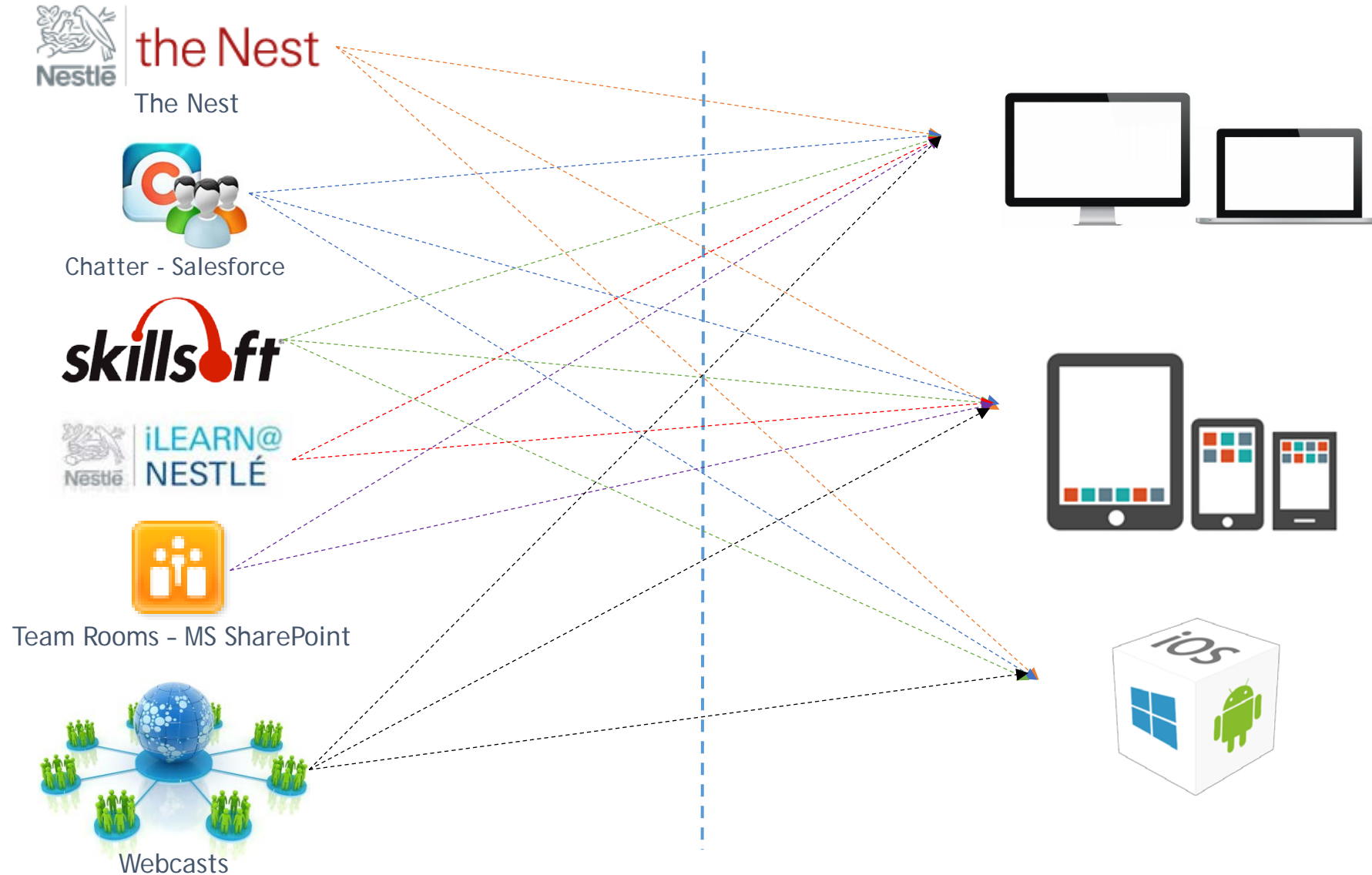
1. Promoting blended learning
2. Enabling social learning
3. Growing a lifelong learning culture



Bringing this experience to E-Learning

Medium of Learning

Technology - Access Points



Bringing this experience to E-Learning

Video Conferencing





ROI

Maturity of Demand



How much of our budget have we spent?

What are our fill rates?

Efficiency

Have the right people completed the right courses?

What paperwork needs to be returned?

Compliance

Do attendees get higher leadership effectiveness scores?

Following mandatory SHE e-learnings, has there been an associated reduction in accidents?

Effectiveness

Does our offering match changing employee behaviour?

Do we have a lifelong learning organisation?

Which skill or knowledge areas are most common in career development planning?

Strategy

From Insight to Opportunity

The Organisational Level

The Co-ordinator Level

The Employee Level

The Operational Level



Hurdles

Technology



Data Quality



Stakeholder Demand



Analysis Paralysis



Summary



ANALYTICS...

Journey

Questions

Change

Chain



An overhead view of a group of business professionals sitting around a large wooden table. They are using various mobile devices including smartphones, tablets, and a laptop. The devices display data visualizations such as bar charts, line graphs, and maps. The scene is brightly lit, and the participants are dressed in business attire.

Thank You!

