



NARROWING THE DATA CAPABILITY GAP

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What I Will Share Today



Our workforce analytics journey

Capability building in HR

About PepsiCo



PepsiCo products are enjoyed by consumers one billion times a day in more than 200 countries and territories around the world. PepsiCo's product portfolio is comprised of a wide range of enjoyable foods and beverages, including 22 brands that each generates \$1 billion or more in estimated annual retail sales.

GLOBAL BEVERAGES



GLOBAL SNACKS



GLOBAL NUTRITION



PERFORMANCE



Approximately
\$63 billion
net revenue in
2017

BRANDS



22
billion-dollar
brands

SCALE



More than
200
countries
& territories

PEOPLE



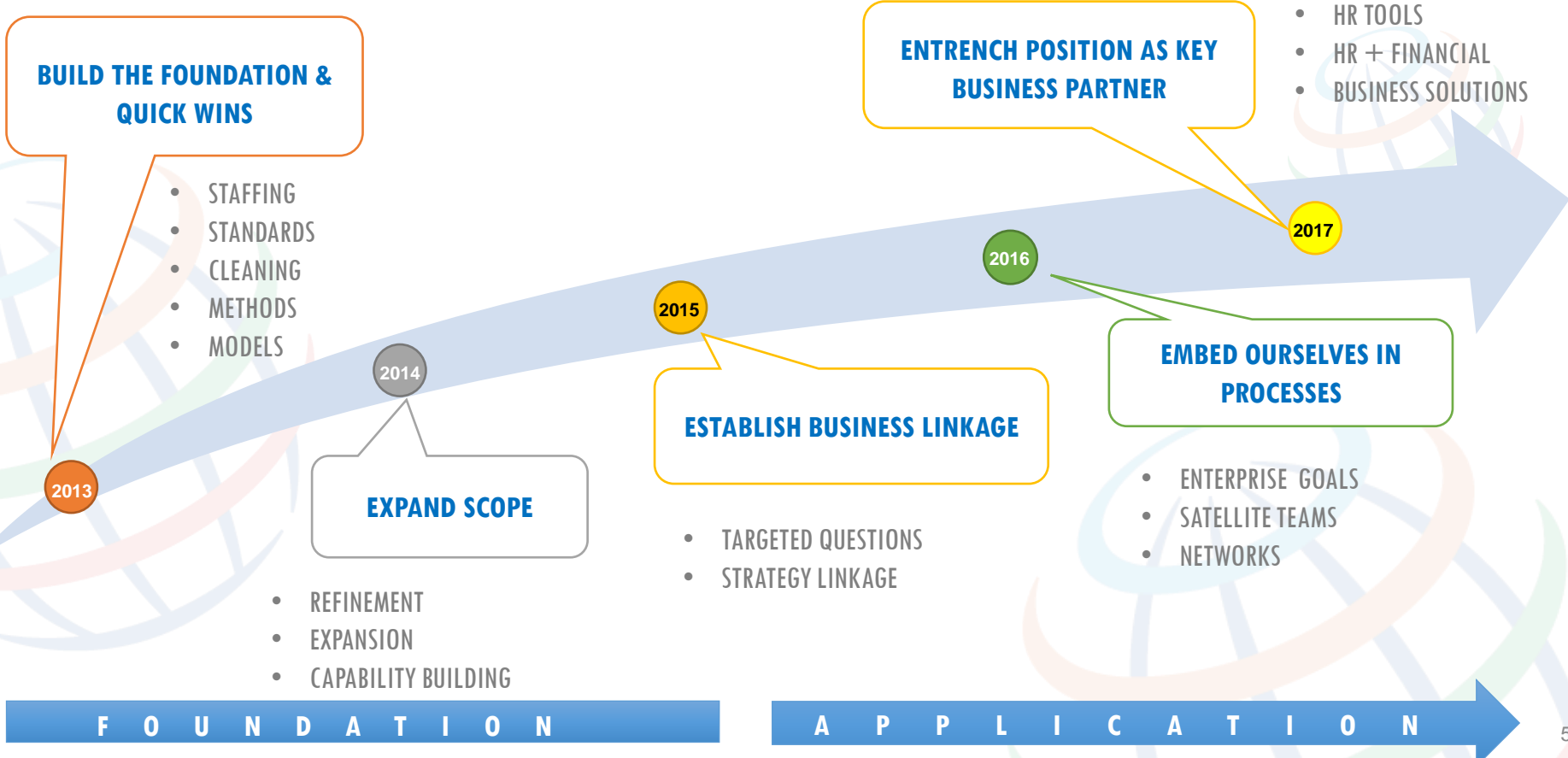
Approximately
260,000
employees

What I Will Share Today

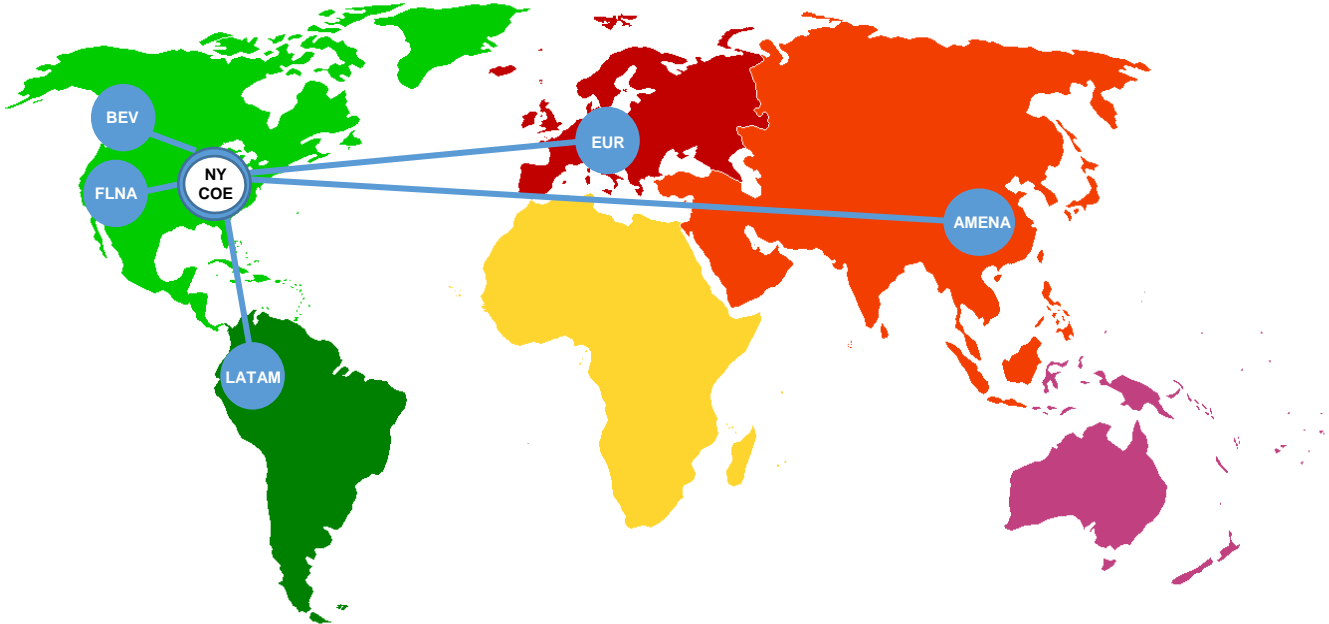


Our workforce analytics journey

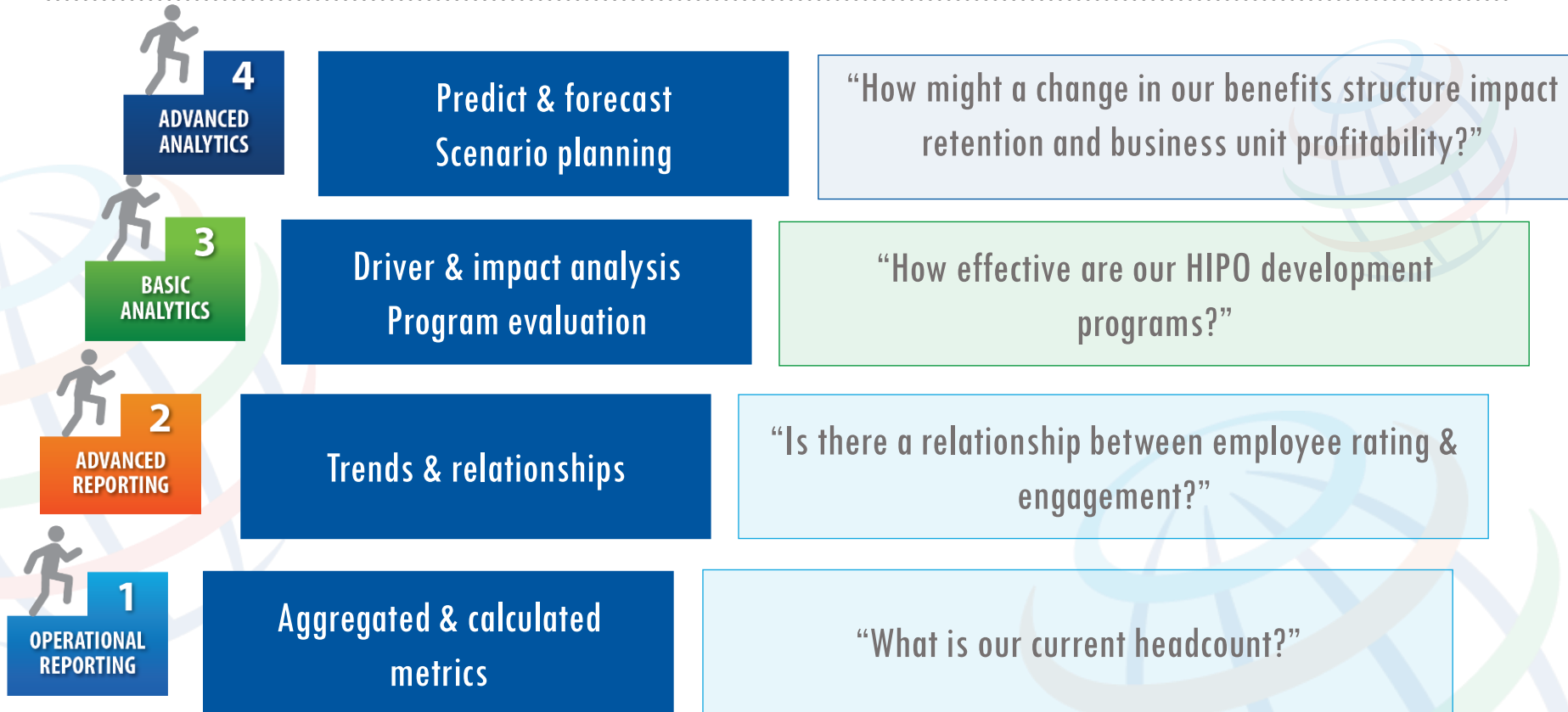
Advanced Analytics and Strategy Journey

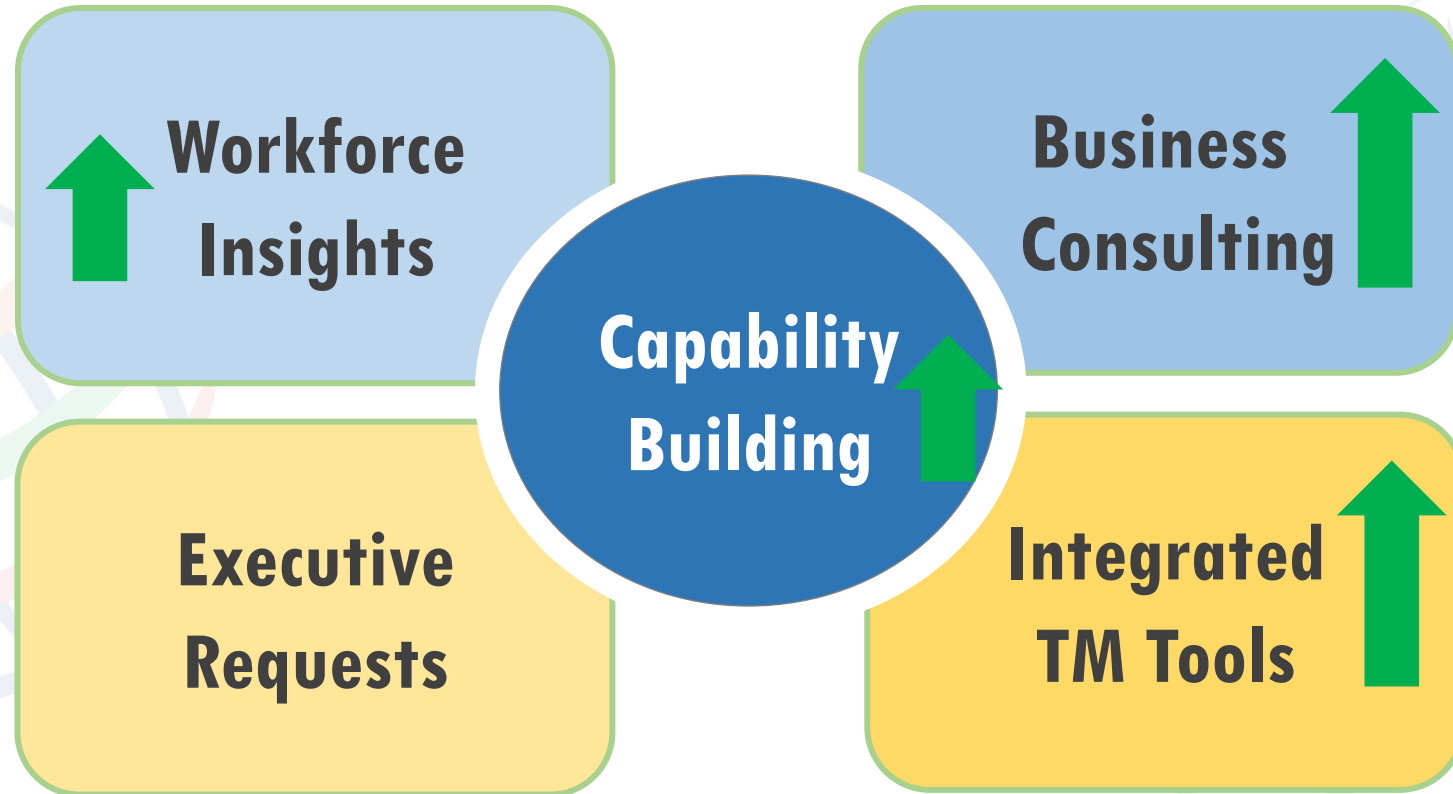


Globally Networked Team



Analytics Maturity Model



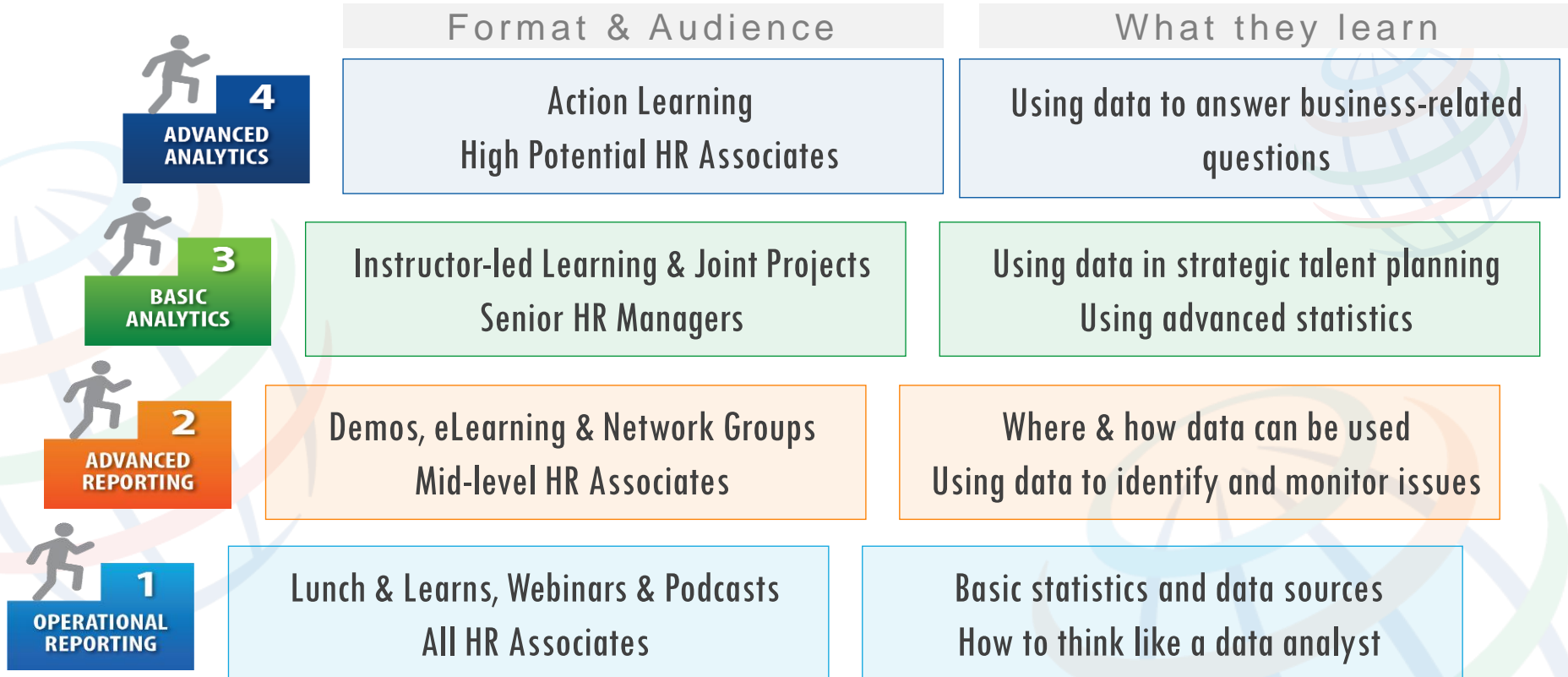


What I Will Share Today



Capability Building in HR

Levels of Capability Building



Action Learning Process

Identify Business Problem



Hypothesis & Data
Requirements



Build Database



Analysis & Insights



Tell Story

Action Learning Benefits



For Participants

- Developing differentiating skills
 - Learning new ways of approaching HR & business problems
 - Gaining exposure to senior HR and business leaders
-

For the Business

- Addressing a critical talent / business issue
 - Building local analytics capability
-

For the COE

- Building momentum & influence with field HR
- Improving business relevance & expansion of impact

Our Opportunity as Businesses



*“On average, companies excelling at people analytics are **3.1 times** more likely to outperform their peers financially.”*

Our Opportunity as HR Professionals



*“HR professionals who use analytics are **6.3 times** more likely to have new advancement opportunities than those who aren’t and **3.6 times** as likely to have a strong reputation with senior business leaders.”*