

Design of HR key performance indicators and an HR dashboard for EWCA

Country:	Ethiopia
Region:	Africa
Customer:	GIZ German Cooperation
Partner:	Ethiopian Wildlife Conservation Authority (EWCA)
Duration:	May 2019 – June 2019



Starting point

Multi annual GIZ project to conserve biodiversity and sustainable management of natural resources in Ethiopia

Scope

Development and implementation of HR key performance indicators and introduction of an HR dashboard

Activities

As an individual advisor in human resources and organisational development

- Strengthening the HR department – Elaboration of EWCA's HR management tools
- Workshop with HR experts to introduce the concept of key performance indicators (KPI's)
- Development of potential KPI's together with the HR team
- Introduction of the concept of an HR dashboard with the various possibilities of visualising KPI's
- Illustration of the potential of KPI's using the example of the exit rate
- Presentation of the concept of KPI's to the EWCA management team including a proposal for KPI's to start with

Achievements

- Buy in of the EWCA management team to introduce the proposed KPI's
- Training of the HR Director and HR database analyst on regularly updating the HR database
- Visit of the Nech Sar National Park to train the database analyst and the local HR team on regular data collection and accuracy
- Design of an HR dashboard sample report
- Elaboration of an HR dashboard guideline
- Proposal for an HR KPI calculation
- Design of an exit interview template
- Elaboration of an exit interview guideline
- Elaboration of an exit interview analysis report
- Design of an exit interview sample report