



Tableau Conference

Quick Overview

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Let's Start with the Negatives

- Initial keynote (and others) seemed more like flashy infomercials with no useful information
- A lot of new analytic features, but...
 - Only available on Subscription version
 - **Cost is \$840 per year**
 - **Student license available, 1 year for free**

Top 10 Principles of Business Analytics

1. Analyze and iterate to answer business questions.
2. Business needs come first.
3. Practice. Experiment. Grow.
4. Prove it.
5. Be prepared to change.
6. Create a single source of truth.
7. Data skills are a competitive advantage.
8. Measure your successes - and failures.
9. Data isn't the end goal - but it will get you there.
10. Seeing is understanding.

Helpful Tips

Block comments: `/* This is the stuff I am commenting out`

Even if it is on

Multiple lines `*/`

The screenshot shows the Tableau interface. On the left, the 'Marks' card is set to 'Automatic'. Below it, the 'Tableau Book...' dropdown is set to 'Automatic'. The '12345600%' dropdown is highlighted with a red box. A red arrow points from this dropdown to a 'Custom' format dialog box. The dialog box has a 'Format:' field containing the text '0%;;"no discount"'. A red box highlights this field. In the background, a table is visible with the following data:

Category	Region	First Class	Same Day	S
Furniture	Central	30%	30%	
	East	20%	20%	
	South	20%	20%	no
	West	20%	20%	
	Central	20%	20%	
	East	no discount	20%	no
	South	no discount	no discount	no
	West	no discount	no discount	no
ogy	Central	20%	20%	

Metrics for Identifying Bias and Areas for Improvement



Representation

% of employees within a certain group compared to the entire org

Pro: Quickly identify underrepresentation in the organization

Con: Can obscure data related to functions, roles, departments



Retention

Avg. tenure for employees within a certain group compared to the entire org

Pro: Quickly identify groups that may be less satisfied with their workplace and less committed to the org

Con: Does not provide information regarding the reasons why some groups of people leave before others



Satisfaction

Satisfaction of employees within a certain group compared to the entire org

Pro: Good for identifying whether certain groups of employees are experiencing lower levels of satisfaction

Con: Surveys are optional and can skew results. Existing surveys may not record diversity dimensions



Performance

Track performance scores for employees within a certain group compared to the org

Pro: Useful for identifying bias in assessment

Con: Does not provide information regarding why certain groups underperform or outperform others. Does not track development opportunities

Dr. Michael J. Sorrell - Paul Quinn College

People care about

1. Safe place
2. Money to get by
3. Schools to go to

Principles / standards to follow

- Leave something better than you found it
- Live a life worth living
- Lead wherever you are
- Love something greater than yourself