

5-day Interactive Training Course

HR Metrics and Dashboard

Implement a Data-driven HR Decision-making in your Organisation

12 Aug - 16 Aug 2024	Dubai – UAE	US\$ 4,950
09 Sep - 13 Sep 2024	Boston - USA	US\$ 6,950
11 Nov - 15 Nov 2024	Dubai – UAE	US\$ 4,950
30 Jun - 04 Jul 2025	Dubai – UAE	US\$ 4,950
11 Aug - 15 Aug 2025	Dubai – UAE	US\$ 4,950



HR Metrics and Dashboard

Implement a Data-driven HR Decision-making in your Organisation



About the Course

Do you know if your Human Resources strategy is making a difference? Have you followed the results and impacts of people management actions in the organisation? Because this is one of the smartest actions that companies with the objective of growing should do. Otherwise, your efforts will not be recognised, and areas for improvement will be difficult to identify and address, resulting in a non-strategic and ineffective HR.

Measuring the results in human resources in a concrete and non-subjective way is a challenging task and has proved to be fundamental to positioning HR as a strategic partner. Measuring results helps define systems and priority actions to align HR with the organisation's business strategies. It is necessary to know the tools available to measure the results of HR management and the impact generated on the business. It is essential to know and apply the most appropriate indicators for its growth to support strategic decisions. And it is necessary to develop programs and actions that impact corporate results.

This HR Metrics and Dashboard training course aims to provide the delegate with methods, techniques, and instruments to understand the integration of vision, mission, objectives, goals, and strategy with planning and control, using human resources management indicators.

Core Objectives

The delegates will achieve the following objectives:

- Define or clarify organisational objectives
- Relate strategic goals to the human resources management cycle
- Match the objectives of the human resources with the general purposes of the company
- Build Strategic Maps defining performance indicators
- Identify and use measurement tools in the fields of personnel management and human resources

Training Approach

To accelerate the development of the delegates significantly, there is a lot of practical content shared, which can (and should) be put into practice in the work environment immediately. Besides the theoretical presentation, the training will be structured based on group conducting techniques. Diversified activities and resources will be applied, such as group dynamics, audiovisual resources, simulations, exercises and case studies, to maximise delegates' participation, involvement and learning.

The training course is held in a face-to-face format and can be adapted according to the company's needs. Through the constant improvement of their skills, employees will be able to contribute consistently to the organisation, making the work environment even better, more human, collaborative and productive.

The Attendees

Metrics and indicators in management are essential for making more conscious and, consequently, proactive decisions. Therefore, understanding these is part of the training of the People Management Analyst. Mastering and understanding the dynamics and correlation of data and numbers in people management with the organisation's performance are essential for developing this sector and professional growth.

Likewise, it will be valuable to the professionals but not limited to the following:

- Directors
- Human Resources Managers
- Human Resources Consultants
- Managers
- Administrators
- HR Directors
- Persons in Charge of the Personnel Department, Planning and Control Department
- Those professionals who want to improve their skills and knowledge in the design of a Dashboard

DAILY DISCUSSION

DAY ONE

ORGANISATIONAL OBJECTIVES AND STRATEGY

- The Organisation: The Company and the Internal and External Environment
- Organisational Systems
- Definition of Concepts: Strategy and Value Proposition
- From Theory to Action: From Strategic Planning to Strategic Management
- Strategic HR and Performance Management

DAY TWO

DEFINITION OF BUSINESS INDICATORS

- Human Resource Management
- Performance Management Models and Balanced Scorecard Perspective
- Training, Development, and Skills
- Definition of Strategic Objectives to Guide Indicators
- Construction and Analysis of Indicators
- Types of Indicators
- The HR Scorecard

DAY THREE

DEFINITION OF INDICATORS AND OBJECTIVES IN HUMAN RESOURCES

- HR Strategic Map: The HR strategy mapped within the Business Value Chain
- Measurement Tools: Evolution
- The Balanced Scorecard (BSC) applied to HR - Implementation
- Perspectives and Strategic Deployment
- BSC Implementation
- The Goals in the Personnel area
- Definition of Goals and Evaluation Of Results

DAY FOUR

PERSONNEL MANAGEMENT AND HR INDICATORS

- The Indicators in the Personal Area
- Accident at Work
- Recruitment and Selection of Personnel
- Reception and Integration
- Professional Qualification
- Performance Evaluation
- Other indicators applicable to HR management
- The requirements of the "Data Protection Regulation" regarding HR Indicators

DAY FIVE

INTELLECTUAL CAPITAL AND KNOWLEDGE MANAGEMENT AND DECISION MAKING

- Intellectual Capital Management
- Knowledge Management
- ROI in Human Resources
- Technology is the use of Data
- Types of Analysis: Descriptive, Diagnosis, Predictive, and Prescriptive



THE CERTIFICATE

XCalibre Training Centre Certificate of Completion will be provided to delegates who attended and completed the training course.