HR Metrics & Analytics Delivering Strategic & Organisational Change Using HR Tools

Date		($)Fees	
07 December -11 December 2025	Dubai	3200	[Register Now](#)

Why Choose this Training Course?

In this course, you will have the opportunity to be equipped with the necessary thinking and approach to deal with the challenges of sustaining an evidence-based approach.

This course will provide you confidence & learn techniques in the way you look at information, interpret human capital analytics, solve problems and evaluate solutions using workforce and HR metrics. Sessions will help you acquire the skills to properly review, define, measure, and track HR metrics that are aligned to business strategies. For most HR professionals, the evidence-based approach represents a fundamental shift in their business roles but it provides them with an opportunity to become strategic partners in business decision-making.

This course will feature:

- The HR's role in corporate strategy
- Problem analysis and decision-making
- Technological advances in workforce analytics
- Successful change management
- Using data for improved daily people management

What are the Goals?

By the end of this course, participants will be able to:

- Examine the use of internal and external measurement frameworks
- Conduct detailed problem analysis assessments
- Generate decisions based on evidence rather than opinion
- Define the principles of organisational change
- Utilise a range of HR assessment tools to improve organisational performance

Who is this Training Course for?

This course is suitable for many professionals but will greatly benefit:

- HR Professionals in organisations who would like to develop the role of HR within the organisation
- HR Professionals tasked with providing HR data to support strategy development and delivery
- Senior Managers who want to understand how they can deliver strategic and organisational change in their organisation - and use HR support to achieve it

How will this Training Course be Presented?

This course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes high interaction with tutorial input as well as case studies, individual and syndicated work.

There will be opportunity for discussion and for participants to compare experience. Time will be allocated at the end of each day to reflect upon the learning and plan to transfer the knowledge back to the work place.

The Course Content

Day One: Corporate Strategy - HR's Role

- Strategic HR not Personnel Management
- The context for HR – rationale for evidence based approach
- Rational problem analysis and models of decision-making
- Corporate Social Responsibility & Business Ethics
- Integrated Human Resource Planning
- Human Capital Management

Day Two: HR Tools and Methods

- The importance of statistics & accurate systems
- Electronic workforce surveillance & analytics
- Benchmarking
- Standard measures of effectiveness
- Methods of data capture
- Employee Self- assessment and self-report measures

Day Three: Driving Organisational Change

- Dynamic nature of business & environment
- Impact of technology
- Theories of organisation change and how to use them
- Implementing strategic change
- Enablers and impediments to change
- Appropriate change management styles

Day Four: Putting HR Metrics and Analytics into Action

- The balanced score card
- Manpower planning

- Absence management
- Skills analysis and training needs analysis
- Job design and evaluation
- Succession Planning

Day Five: Driving Organisational Change: Connecting HR Metrics and Analytics with Action

- Employee Motivation
- Empowerment andAccountability
- Performance Management - the four stage process:
    - agreeing objectives,
    - feedback,
    - coaching, and appraisal
- Conclusion and Action Planning

00201102843111

info@minaretc.org

http://minaretc.org/