



(5 Days Training Course)
**HR Metrics
&
Analytics**

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Why Choose this Training Course?

HR analytics and talent analytics, is analysis used to make better decisions about all aspects of HR strategy with the goal of improving business performance. It is both a strategic and operational concept that enables organisations to understand key aspects of workforce performance using data and evidence. It is a growing discipline that continues to gain considerable traction across the profession, but survey data has shown that the capability to conduct HR analytics remains low. Organisations which follow good practice should have up to date, clearly defined data which is robust and of high quality, and which is used in a consistent way by skilled experts able to complete analytics activity and communicate it to business and HR stakeholders in regular and accessible reports. In this Course, you will have the opportunity to explore the necessary thinking and approach to deal with the challenges of sustaining an evidence-based approach. 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

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

- Understand what HR analytics is and different types of HR data
- Explain the importance of HR analytics in strategy and process
- 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

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

Course Outline

Day One: Corporate Strategy - HR's Role

Defining analytics and predictive analytics
The rationale for evidence-based approach
Strategic HR versus Personnel Management
How HR contributes to strategy
Integrated Human Resource Planning
Human Capital Management

Day Two: HR Tools and Methods

Quantitative v Qualitative data
Rational problem analysis and models of decision-making
Standard measures of effectiveness
Methods of data capture and benchmarking
Employee Self- assessment and self-report measures
Electronic workforce surveillance & analytics

Day Three: Driving Organisational Change

Understanding the cultural context
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

Day Four: Putting HR Metrics and Analytics into Action

The Balanced Scorecard
Manpower planning
Succession Planning & Talent Management
Absence management
Skills analysis and training needs analysis
Job design and evaluation

Day Five: Metrics and Analytics into Improving Employee Performance

Employee Motivation
Engagement
Empowerment and Accountability
Performance Management
Conclusion and Action Planning

informatech™ is a global leadership consultancy that aligns people, purpose & strategy – driving socially responsible transformation in global organisations. Our international network includes 215 partners, consultants, and coaches in 24 countries throughout Europe, North America, Latin America, Asia, and Africa. We transform leaders, align teams and create fierce resolve and passion to win.

Typical interventions are to accelerate performance, execute strategy and embed capability and change. Our programmes are part of the core curriculum in many of our client's corporate universities, and our leadership development programmes have over 300,000 executive alumni. Methodologies are based on more than 100 corporate turnarounds and performance acceleration assignments in FTSE 100 and Fortune 500 companies. Austria, Belgium, Brazil, Canada, China, Colombia, Denmark, Finland, France, Germany, Italy, Mexico, Norway, Poland, Portugal, Russia, Serbia, South Africa, Spain, Sweden, The Netherlands, UK, Uruguay, and the USA.



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