

HR Skills: Using Tools and Metrics for Strategic Impact

Human Resource
Malaga (Spain)
08 - 12 Sep 2025

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HR Skills: Using Tools and Metrics for Strategic Impact

Ref: 321490_131257 **Date:** 08 - 12 Sep 2025 **Location:** Malaga (Spain) **Fees:** 4400 **Euro**

Course Description

This comprehensive 5-day course equips HR professionals with essential skills in using advanced tools and metrics for strategic impact. Participants will learn to leverage data analytics, implement key performance indicators, and utilize HR technologies to drive organizational success. The course combines theoretical knowledge with practical applications, enabling attendees to make data-driven decisions and demonstrate HR's value to business outcomes.

Learning Objectives

- Master the use of HR analytics tools and interpret data for strategic decision-making
- Develop and implement effective HR metrics aligned with organizational goals
- Learn to create impactful HR dashboards and reports for various stakeholders
- Understand how to use metrics to improve talent acquisition, retention, and development
- Gain skills in using HR technologies to streamline processes and enhance efficiency

Course Modules

Day 1: Foundations of HR Analytics and Metrics

- Introduction to HR analytics and its strategic importance
- Key HR metrics and their business impact
- Data collection and analysis techniques
- Ethical considerations in HR data management

Day 2: Advanced HR Metrics and KPIs

- Designing and implementing HR scorecards
- Predictive analytics in workforce planning
- Measuring employee engagement and productivity
- ROI of HR initiatives and programs

Day 3: HR Technology and Tools

- Overview of HRIS and talent management systems
- Data visualization tools for HR e.g., Tableau, Power BI
- AI and machine learning applications in HR
- Selecting and implementing HR tech solutions

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles emanating from a point on the board.

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Day 4: Strategic Application of HR Metrics

- Aligning HR metrics with business strategy
- Using metrics for talent acquisition and retention
- Performance management and compensation analytics
- Diversity, equity, and inclusion metrics

Day 5: Communicating HR Insights and Driving Change

- Creating effective HR dashboards and reports
- Presenting HR data to senior leadership
- Using metrics to influence organizational decision-making
- Action planning and implementing data-driven HR strategies

Practical Wins for Participants

- Ability to create and interpret HR dashboards that drive strategic decisions
- Skills to implement predictive analytics for improved workforce planning
- Expertise in selecting and leveraging HR technologies for process optimization
- Capability to demonstrate HR's impact on business outcomes through metrics

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