BLACKBIRD FOR TRAINING

Dashboard Modeling for HR Professionals: Data Insights

1 – 5 March 2027
Düsseldorf (Germany)



Dashboard Modeling for HR Professionals: Data Insights

Ref: 321495_132619 **Date:** 1 – 5 March 2027 **Location:** Düsseldorf (Germany) **Fees:** 5200 GBP

Why This Course

In today's competitive business environment, HR professionals must go beyond traditional reporting to demonstrate their impact on organizational performance. Data-driven HR enables better decision-making, strategic workforce planning, and evidence-based interventions.

This intensive 1-week program equips HR practitioners with the skills to design, build, and implement powerful dashboards that translate HR data into actionable insights, helping organizations make smarter, faster, and more informed decisions.

What You'll Learn and Practice

By participating in this course, you will:

- Identify key HR metrics aligned with organizational goals
- Design visually compelling dashboards to communicate HR insights effectively
- Apply data storytelling techniques to influence stakeholders
- Develop expertise in Excel, Power BI, and Tableau for HR reporting
- Incorporate workforce planning, scenario analysis, and forecasting into dashboards
- Automate HR reporting for greater efficiency and accuracy
- Ensure ethical and privacy-compliant handling of HR data

The Program Flow

Day 1: Foundations of HR Metrics and Reporting

- Introduction to HR analytics and the HR value chain
- Identifying key HR metrics and KPIs
- Aligning HR metrics with organizational objectives
- Basics of data collection, cleaning, and preparation

Day 2: Data Visualization and Storytelling

- Principles of effective data visualization
- Selecting the right charts and graphs for HR data
- Crafting compelling data stories
- Dashboard design best practices for clarity and impact



Day 3: Excel for HR Dashboard Creation

- Advanced Excel functions for HR data analysis
- PivotTables, PivotCharts, and interactive dashboards
- Automating data updates and report generation
- Techniques for building dynamic and user-friendly dashboards

Day 4: Power BI and Tableau for HR Dashboards

- Introduction to Power BI and Tableau
- Connecting, transforming, and modeling HR data sources
- Designing interactive dashboards for stakeholders
- Publishing, sharing, and maintaining dashboards

Day 5: Strategic Workforce Planning and Advanced Topics

- Integrating strategic workforce planning into dashboards
- Scenario analysis and forecasting techniques
- Data integrity, validation, and quality control
- Ethics, privacy, and compliance considerations in HR reporting

Individual Impact

Participants will leave the course with:

- A fully functional HR dashboard using real organizational data
- A strategic HR metrics framework aligned with business priorities
- Skills to automate and streamline HR reporting processes
- Ability to craft compelling data stories to influence key stakeholders

Organizational Impact

Organizations will benefit through:

- Better visibility into workforce performance and trends
- Data-driven insights to support strategic HR and business decisions
- Streamlined reporting processes, saving time and resources
- Improved stakeholder engagement through clear, actionable HR analytics

Training Methodology

The program emphasizes practical, hands-on learning through:



- Real-world HR data exercises
- Step-by-step dashboard building in Excel, Power BI, and Tableau
- Case studies demonstrating HR analytics impact
- Group discussions on data storytelling, ethics, and best practices

Beyond the Course

Upon completion, participants will be able to:

- Design and implement HR dashboards that drive strategic decisions
- Leverage HR metrics to demonstrate organizational impact
- Apply analytics to workforce planning, forecasting, and scenario modeling
- Communicate HR insights effectively to leadership and stakeholders

This course provides a practical, comprehensive pathway for HR professionals seeking to elevate their analytics capabilities, enhance reporting efficiency, and contribute strategically to organizational success.

