

# HR Skills: Using Tools and Metrics for Strategic Impact

Human Resource  
Geneva (Switzerland)  
15 - 19 Sep 2025

UK Traininig

# PARTNER



## HR Skills: Using Tools and Metrics for Strategic Impact

**Ref:** 321490\_133247 **Date:** 15 - 19 Sep 2025 **Location:** Geneva (Switzerland) **Fees:** 4700 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 (king, queen, rook, knight, and pawns) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

UK Training  
**PARTNER**

## 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

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.

UK Training  
**PARTNER**

## Blackbird training cities



Accra (Ghana)

Amman (Jordan)

Amsterdam (Netherlands)

Annecy (France)

Baku (Azerbaijan)

Bali (Indonesia)

Bangkok (Thailand)

Bangkok (Thailand)

Barcelona (Spain)

Batumi (Georgia)

Beijing (China)

Beirut (Lebanon)

Berlin (Germany)

Birmingham (UK)

Bordeaux (France)

Boston, Massachusetts (USA)

Brussels (Belgium)

Cairo (Egypt)

Cape Town (South Africa)

Casablanca (Morocco)

Cascais (Portugal)

Copenhagen (Denmark)

Doha (Qatar)

Dubai (UAE)

Düsseldorf (Germany)

UK Training  
**PARTNER**





## Blackbird Training Category



Human Resource



Audit & Quality Assurance



Finance, Accounting, Budgeting



Marketing, Sales, Customer Service



Secretary & Admin



Law and Contract Management



Project Management



IT & IT Engineering



Supply Chain & Logistics



Management & Leadership



Professional Skills



Oil & Gas Engineering



Health & Safety



Telecom Engineering



Hospital Management



Customs & Safety



Aviation



C-Suite Training



Agile and Refinement



## Blackbird training Clients



MANNAI Trading  
Company WLL,  
Qatar



Alumina Corporation  
Guinea



Booking.com  
Netherlands



Oxfam GB International  
Organization,  
Yemen



Capital Markets  
Authority,  
Kuwait



Waltersmith Petroman Oil Limited  
Nigeria



Qatar National Bank  
(QNB),  
Qatar



Qatar Foundation,  
Qatar



AFRICAN UNION ADVISORY  
BOARD ON CORRUPTION,  
Tanzania



KFAS  
Kuwait



Reserve Bank of  
Malawi,  
Malawi



Central Bank of Nigeria  
Nigeria



Ministry of Interior  
Kingdom of Saudi Arabia  
KSA



Mabruk Oil Company  
Libya



Saudi Electricity  
Company,  
KSA



BADAN PENGELOLA  
KEUANGAN Haji,  
Indonesia



NATO  
Italy



ENI CORPORATE  
UNIVERSITY,  
Italy



Gulf Bank  
Kuwait



General Organization for  
Social Insurance  
KSA



Defence Space Administration  
Nigeria



National Industries  
Group (Holding),  
Kuwait



Hamad Medical  
Corporation,  
Qatar



USAID  
Pakistan



STC Solutions,  
KSA



North Oil company,



EKO Electricity



Oman Broadband



UNITED NATIONS  
UN.



Authority for

UK Training  
**PARTNER**



**LONDON TRAINING PROVIDER**



[www.blackbird-training.com](http://www.blackbird-training.com)



[training@blackbird-training.com](mailto:training@blackbird-training.com)



+44 7480 775526 / +44 7401 177335