



## Certificate in HR Metrics & Workforce Analytics

Delivering Strategic & Organisational Change Using HR Tools

### ► Upcoming Sessions

11-15 Nov 2024	Online	\$3,950
03-07 Mar 2025	Online	\$3,950
14-18 Apr 2025	Online	\$3,950
14-18 Jul 2025	Online	\$3,950
10-14 Nov 2025	Online	\$3,950

### ► Training Details

#### Training Course Overview

In today's fiercely competitive market, evidence-based decision-making is indispensable for organizational success. Despite HR's long history of data collection, it has often overlooked utilizing this data to drive strategic engagement and inform senior management decisions.

In this Anderson training course, you'll gain the tools and mindset needed to tackle the challenges of maintaining an evidence-based approach. You'll develop the confidence and techniques to analyze information, interpret human capital analytics, solve problems, and assess solutions using workforce and HR metrics.

#### Training Course Objectives

**By attending this Anderson online training course, delegates 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

#### Designed For

**This Anderson online training course is suitable for:**

- 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 to achieve it

## ▶ Training Details

### Day One: Overview of Analytics, Strategy & HR's Role

- ▶ The rationale for evidence-based approach
- ▶ Data, information and insights
- ▶ Defining analytics and predictive analytics
- ▶ Strategic HR versus Personnel Management
- ▶ HR's contribution to strategy
- ▶ Human Capital Approach

### Day Two: HR Tools and Methods

- ▶ Quantitative v Qualitative data
- ▶ Rational problem analysis and models of decision-making
- ▶ Measures of HR effectiveness, efficient and impact
- ▶ 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 & technology driving change
- ▶ Theories of organisation change and how to use them
- ▶ Enablers and impediments to change
- ▶ Resistance to change
- ▶ Implementing strategic change

### Day Four: Putting HR Metrics and Analytics into Action

- ▶ The Balanced Scorecard
- ▶ Human Resource Planning
- ▶ Recruitment Analytics
- ▶ Succession Planning & Talent Management
- ▶ Absence management
- ▶ Skills analysis and training needs analysis

### Day Five: Metrics and Analytics for Improving Employee Performance

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

## ▶ Accreditation



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

## ▶ The Certificate

- ▶ Anderson e-Certificate of Completion will be provided to delegates who attend and complete the course
- ▶ The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected on the Certificate of Completion

## ▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

Call us: +971 4 365 8363

Email: [info@anderson.ae](mailto:info@anderson.ae)

Request for a Tailor-made training and educational experience for your organization now:

Email: [inhouse@anderson.ae](mailto:inhouse@anderson.ae)

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