

Advanced HR Analytics for Performance Management and Workforce Optimization

COURSE OVERVIEW

This course provides practical knowledge on using advanced HR analytics to improve performance management and optimize workforce planning. It covers creating interactive dashboards, measuring HR interventions' impact, and connecting multiple data sources to gain actionable insights. It also includes hands-on projects to develop skills in data-driven HR strategies that enhance employee performance and organizational outcomes. Participants will learn to analyze HR data using tools like Excel and Power BI, interpret key HR metrics, and apply predictive analytics for better decision-making.

WHO SHOULD ATTEND?

This course is designed for HR executives, people analytics specialists, workforce strategists, performance managers, and organizational development leaders responsible for workforce planning and optimization. It is also suitable for consultants, transformation leaders, and business strategists seeking to embed HR analytics into broader organizational decision-making.

COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Understand advanced HR analytics frameworks and applications.
- Apply predictive and prescriptive analytics to workforce challenges.
- Develop strategies for evidence-based performance management.
- Integrate AI and machine learning in HR practices.
- Optimize workforce planning and productivity through data-driven insights.
- Align HR analytics with long-term organizational goals and strategy.

KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- The role of advanced analytics in modern HR strategy.
- Storytelling frameworks in HR data.
- AI applications in workforce optimization.
- Case studies on organizations using analytics for workforce optimization.
- Practical tools for predictive modeling and performance measurement.
- The frameworks for aligning analytics with performance management systems.
- Techniques for embedding data-driven cultures within HR practices.

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.

1. A GTC end-of-course certificate.
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded.