

Measuring Leadership ROI: Analytics for Talent and Performance

COURSE OVERVIEW

This course provides leaders and HR professionals with a practical framework for quantifying the impact of leadership development and talent initiatives. It moves beyond traditional activity-based metrics and instead uses data analytics to link leadership performance directly to key business outcomes like productivity, retention, and revenue. The curriculum explores how analytics can be applied to evaluate leadership effectiveness, link talent strategies to business outcomes, and demonstrate return on investment (ROI) in leadership development initiatives. Participants will gain the tools to measure performance using data-driven frameworks, apply workforce analytics to assess leadership value, and integrate governance, compliance, and ethical considerations into talent analytics practices.

WHO SHOULD ATTEND?

This course is designed for HR leaders, talent development professionals, and senior executives who are responsible for allocating budget and measuring the effectiveness of leadership and talent programs. It is also critical for data-driven leaders, organizational development specialists, and anyone who needs to prove the financial impact of investing in people initiatives to key stakeholders.

COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Understand how to measure leadership ROI using analytics and performance data.
- Apply workforce analytics to evaluate leadership effectiveness and talent outcomes.
- Use frameworks such as Kirkpatrick, Phillips, ROI model, and success case method.
- Define and track key performance indicators (KPIs) for leadership effectiveness.
- Develop strategies for aligning leadership development with organizational goals.
- Integrate governance, compliance, and ethical standards into talent measurement.
- Communicate leadership ROI effectively to stakeholders and boards.

KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- The business case for measuring leadership ROI.
- Data collection and analysis techniques.
- Case studies on organizations quantifying leadership impact with analytics.
- How to interpret and present findings to stakeholders.
- The practical tools for linking leadership metrics to business performance.
- Data privacy, context maintenance and vanity metrics avoidance.
- Techniques for using data to drive leadership strategy and investment.

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.