

# Integrated People Strategy: From Data to Actionable Workforce Intelligence

## COURSE OVERVIEW

This is a comprehensive course that explores how to collect and synthesize workforce data from multiple sources, transform it into actionable insights, and link these insights to organizational goals. It also equips leaders with the skills to connect HR data, advanced analytics, and strategic decision-making into a unified people strategy. Participants will learn how to integrate talent, performance, and engagement analytics into business planning, ensuring that workforce decisions drive measurable impact. Through practical exercises, case examples, and scenario-based simulations, the course will bridge the gap between raw data and informed action for long-term workforce optimization.

## WHO SHOULD ATTEND?

This course is designed for HR executives, workforce planners, business strategists, talent management leaders, and organizational development professionals seeking to enhance decision-making through data-driven people strategies. It is also valuable for business intelligence analysts working in HR, strategy consultants advising on human capital transformation, and senior managers aiming to align workforce intelligence with corporate objectives.

## COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Align workforce analytics with organizational KPIs and strategic goals.
- Identify critical talent risks using predictive modeling and AI-driven insights.
- Design targeted interventions for retention, performance, and skills development.
- Communicate data-driven insights effectively to executive stakeholders.
- Integrate ethical considerations into people analytics practices.
- Leverage behavioral science to enhance talent strategy effectiveness.
- Optimize HR tech stack for seamless data integration and reporting.
- Measure the ROI of workforce initiatives using advanced analytics.

## KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- How to connect workforce data to business outcomes.
- When to apply predictive analytics versus diagnostic tools.
- Why data storytelling is critical for HR leadership.
- How to detect bias in talent algorithms.
- What distinguishes high-impact people metrics from vanity metrics.
- How to balance employee privacy with actionable insights.
- The role of organizational network analysis (ONA) in talent strategy.
- Best practices for scaling data-driven HR across global organizations.

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