People Analytics and HR Dashboarding Course

23 – 27 November 2026
Johannesburg (South Africa)



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MERCURY

People Analytics and HR Dashboarding Course

Ref: 15252_1062772 **Date:** 23 – 27 November 2026 **Location:** Johannesburg (South Africa) **Fees:** 5300 Euro

Introduction:

New business requirements, innovations, and International HR models make it essential for HR to be in strategic harmony with the business. No longer just a burdensome cost, HR has evolved into a pivotal role in forming company strategy.

The new structure for future HR departments will mean a massive rethink of how HR contributes to the business and how its value is measured, solidifying the importance of People Analytics in HR. This innovative and dynamic program will cover all the latest thinking and new models for Strategic HR, incorporating elements such as HR Dashboard analytics to ensure data-driven decision-making.

In today's world, HR managers are faced with increasingly complex responsibilities, and to meet these challenges, management skills must be continuously sharpened. This people analytics and HR dashboarding program will focus on the management and leadership skills necessary for success in the fast-changing business environment, stressing the significance of HR and People Analytics in driving organizational success.

By integrating these concepts into the curriculum, the people analytics and HR dashboarding course aims to provide a comprehensive understanding of the intersections between People Analytics and human resource practices and the development of effective HR dashboarding for analytics purposes.

Targeted Groups:

- Head of Departments.
- HR Managers.
- HR Professionals want to extend their knowledge.
- Employees are being prepared to be promoted to a managerial role.

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Course Objectives:

Participants in the people analytics and HR dashboarding course will be able to:

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- Examine the use of internal and external measurement frameworks that establish the contribution of the HR function.
- Conduct detailed Problem analysis assessments.
- Identify appropriate Decision-Making options informed by People Analytics for HR.
- Develop HR policy responses to a range of messages from metrics and analytics.
- Develop a strategic role for the HR function, integrating People Analytics into HR.
- Create and harness the power of high-performance teams.
- Get right up to date with international HR and current thinking.
- Have a unique opportunity to sample many new HR measurement tools.
- Improve the organization by adopting a new approach to performance appraisal.
- Consider methods for improving management performance.
- Gain insights into the successful implementation of teams.
- Study the techniques of strategic planning.
- Develop their skills in the area of negotiating.
- Analyze the Baldrige Award criteria for excellence.
- Examine the application of management best practices.
- See the new HR framework and understand the structural changes needed.
- The new HR maturity model will be used to measure the existing position and develop strategies for the future.
- Understand and use strategic models and implementation processes to deliver future-based results this includes a new complete end-to-end strategic model.
- Understand and use a corporate culture program to change organizational culture.
- Learn how appraisal systems can be changed to produce measurable performance and competency results.
- Understand and be able to use creative methods for improving HR performance.
- Know the new approaches to pay and benefits.
- Explore knowledge management and the role of emotional intelligence for tomorrow's organization.
- Create added value - beyond critical indicators.

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Targeted Competencies:

Participants' competencies in the people analytics and HR dashboarding training will be able to:

- People management.
- Creative and step innovation.
- Mastery of the construction of Business action plans.
- Use and mastery of HR statistical packages.
- Personal presentation skills.
- International HR law.
- Workforce planning.
- Use and mastery of different leadership styles.
- Review recruitment and selection.
- Use performance management tools.
- Review the use of competencies.

Course Content:

Unit 1: HR Metrics and Analytics with Action:

- Change Management.
- Employee Relations.
- Understand the relationship between HR and the Line.
- The Use of Competencies.
- Employee Development.
- Succession Planning.

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Unit 2: People Management:

- The importance of sociotechnical management.
- Techniques for effective communication.
- Motivate for results.
- Enhance your coaching skills.
- Empower employees for improved performance.
- Characteristics of a successful manager.

Unit 3: Operational Excellence:

- Know The Malcolm Baldrige Quality award-standard of excellence.
- Lessons from the best-performing companies.
- Benchmark your operation against the best.
- Create employee commitment.
- Manage continuous improvement.
- Create a high-performance organization.

Unit 4: Leading Teams:

- Obtain the benefits of teamwork.
- Characteristics of ineffective teams.
- Characteristics of effective teams.
- Productively manage conflict.
- Understanding team member styles.
- Create a virtual team.

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Unit 5: Strategic Planning:

- Analyze the strategic planning process.
- Achieve competitive advantage.
- Utilize dynamic SWOT analysis.
- Focus on vision and mission.
- The importance of contingency planning.
- Understand examples of strategic success and failure.

Unit 6: Data Visualization:

- Chart and visualization techniques.
- Use the camera tool.
- Work with formula-driven visualizations.
- Use fancy fonts.
- Leverage symbols in formulas.
- Work with sparklines.
- Create unconventional style charts.

Unit 7: HR in Alignment from Structure to Strategy:

- Moving to greater effectiveness - the new shape of HR functions
- The key critical area of HR is the new HR map of activities.
- Critical activity one is where HR fits with organizational strategy.
- Explore ways of improving cooperation between HR and other departments.
- Understand the tools that will help us work better with other departments.

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Unit 8: Employee Relations - From Recruitment to Performance Appraisal:

- Critical activity two is recruitment and selection - your involvement in the process.
- Recruitment is the gateway into the organization.
- Recruitment in action.
- What are Recent improvements in the recruitment process, and how can we streamline the process?
- Critical Activity Three Performance appraisal - how much does this cost?
- Is performance appraisal good value? What is it designed to do?
- There is a need to measure and collect two critical pieces of data: Competencies and performance ratings. How can this process be improved?
- Rights versus responsibilities.
- Poor performance procedure.
- Disciplinary procedure.
- Grievances.
- Equal Opportunities.
- The role of employee representatives.
- Communications.
- Consultation.
- Involvement.