MERCURY

Strategic Organizational Design and Human Resource Analytics

26 – 30 April 2027
Kigali (Rwanda)



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Ref: 15705_1065880 **Date:** 26 – 30 April 2027 **Location:** Kigali (Rwanda) **Fees:** 5300 Euro

Introduction:

Strategic Organizational Design and Human Resource Analytics are integral to modern business management. They are the backbone for aligning an organization's structure with its strategic objectives. Organizations must continuously adapt their structures to remain competitive in an era of rapid technological advancements and shifting market dynamics.

Strategic Organizational Design involves deliberately planning and implementing an organizational framework that enhances efficiency, promotes innovation, and supports long-term goals. Simultaneously, Human Resource Analytics leverages data-driven insights to optimize workforce management, ensuring the right talent is in place to drive organizational success.

This Strategic Organizational Design and Human Resource Analytics course will explore the critical intersection of these disciplines, providing participants with the tools and knowledge necessary to design agile organizations and harness the power of analytics for informed decision-making in human resource management.

Why is organizational design important? The importance of organizational design can hardly be overstated. A well-thought-out design ensures clarity of roles and streamlines processes. It aligns various organizational components with the overall strategy, forming the basis of every workforce operation and strategic outcome.

Participants in this Strategic Organizational Design and Human Resource Analytics training will understand why organizational design is important. By employing principles under a comprehensive framework, businesses can create effective and creative organizational design systems suited to their needs.

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Targeted Groups:

- Human Resource Managers and Professionals who seek to enhance their skills in organizational design and analytics.
- Organizational Development Specialists focused on aligning design strategies with business goals.
- Business Leaders and Executives are involved in shaping the organization's strategic direction and understanding how organizational design and HR analytics drive success.
- Strategy and Planning Managers who want to incorporate organizational design principles and HR data analytics into their decision-making frameworks.
- Consultants in Organizational Design and Human Resources looking to expand their expertise with advanced strategies and analytical tools.
- Change Management Professionals ensure that design and HR strategies support successful transformations.
- Learning and Development Managers want to integrate organizational design and HR analytics into their training programs.
- Data Analysts and HR Analysts aim to apply their analytical skills to improve organizational design and HR strategies.
- Graduate students and academics in business and HR management seek practical and strategic insights into organizational design and analytics.

Course Objectives:

At the end of this Strategic Organizational Design and Human Resource Analytics course, the participants will be able to:

- Understand the principles of strategic organizational design and its impact on business performance.
- Analyze organizational structures and identify opportunities for optimization.
- Apply human resource analytics to inform decision-making and enhance workforce management.
- Develop strategies for aligning HR practices with organizational goals.
- Utilize data-driven insights to improve talent acquisition and retention.
- Implement performance metrics to evaluate and enhance organizational effectiveness.
- Integrate change management strategies with organizational design and HR analytics.
- Enhance skills in using analytical tools for HR data analysis and reporting.
- Foster a culture of continuous improvement through strategic HR initiatives.
- Prepare for leadership roles with a comprehensive understanding of organizational design and HR analytics.
- Equip participants with strategies to manage and resolve workplace conflicts effectively.
- Transform human resource practices to drive organizational change and innovation.
- Foster a workplace culture that embraces and effectively manages diversity and inclusion.
- Develop sustainable practices to enhance long-term organizational success and resilience.

Targeted Competencies:

By the end of this Strategic Organizational Design and Human Resource Analytics training, the participants will be able to:

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- Organizational Structure Optimization.
- Strategic Workforce Planning.
- Data-Driven Decision Making.
- Talent Management Strategies.
- Performance Metrics Development.
- Change Management Techniques.
- Analytical Tools Proficiency.
- Strategic Alignment of HR Practices.
- Employee Engagement and Retention Strategies.
- HR Data Analysis and Interpretation.
- Conflict Management.
- HR Transformational.
- Managing Diversity and Inclusion.
- Organizational Sustainability.

Course Content:

Unit 1: Fundamentals of Strategic Organizational Design:

- Define organizational design and its strategic importance.
- Explore various organizational structures, such as hierarchical, flat, and matrix.
- Analyze the impact of organizational design on business operations and performance.
- Understand the principles of designing agile and adaptable organizations.
- Examine case studies of successful and unsuccessful organizational design implementations.
- Discuss tools and techniques for assessing and redesigning organizational structures.
- Understand the role of conflict management in shaping organizational design.

Unit 2: Principles of Human Resource Analytics:

- Introduction to HR analytics and its role in decision-making.
- Learn key HR metrics and how to interpret them.
- Explore data collection methods for HR analytics.
- Understand the use of predictive analytics in workforce planning and management.
- Examine real-world examples of HR analytics applications.
- Develop skills in using HR analytics software and tools.
- Explore how HR transformational practices are supported by data-driven analytics.

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Unit 3: Strategic Alignment of HR Practices:

- Align HR practices with organizational goals and strategy.
- Develop and implement strategic workforce planning initiatives.
- Analyze the role of HR in supporting organizational change.
- Create strategies for talent management and development.
- Assess the effectiveness of HR programs and initiatives.
- Explore best practices for integrating HR strategies with business objectives.
- Integrate strategies for managing diversity and inclusion to align HR practices with organizational goals.

Unit 4: Data-Driven Decision-Making in HR:

- Learn how to leverage data to make informed HR decisions.
- Understand the process of data collection, analysis, and reporting.
- Explore techniques for visualizing HR data to support decision-making.
- Examine case studies of data-driven HR decisions and their outcomes.
- Develop skills in interpreting complex HR data and generating actionable insights.
- Discuss ethical considerations in the use of HR data.
- Apply HR analytics to promote organizational sustainability through informed decision-making.

Unit 5: Implementing and Managing Change:

- Understand change management principles and their application to organizational design.
- Develop strategies for managing resistance to change within the organization.
- Learn techniques for communicating change effectively to employees.
- Explore tools for monitoring and evaluating the impact of organizational changes.
- Discuss the role of HR in facilitating successful organizational transformations.
- Analyze case studies of organizational change and the role of HR analytics in managing these changes.
- Develop approaches to manage conflicts during organizational change and ensure sustainability.