MERCURY

Advanced HR Data Management Course

8 – 12 November 2027
Nairobi (Kenya)



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Ref: 16336_1070419 **Date:** 8 – 12 November 2027 **Location:** Nairobi (Kenya) **Fees:** 5300 Euro

Introduction:

The Advanced HR Data Management course equips HR leaders with the expertise necessary to navigate complex, data-driven HR functions. In today's organizations, HR data has become a central driver for strategic decisions, workforce planning, and business transformation. This advanced program focuses on enhancing analytical skills, mastering HR data systems, and applying predictive insights for organizational impact.

Participants will explore how to manage large datasets, ensure data integrity, and apply compliance standards while supporting business goals. The Advanced HR Data Management training course addresses advanced HR analytics, data visualization, and governance frameworks tailored for senior professionals.

By combining theory with applied scenarios, participants will learn how to transform HR data into actionable strategies. The scope of this Advanced HR Data Management program extends beyond operational processes, preparing HR leaders to adopt a strategic, evidence-based approach to workforce management.

Targeted Groups:

This Advanced HR Data Management training targets professionals seeking specialized knowledge and skills:

- HR Manager - enhance advanced HR data reporting and decision-making.
- Senior HR Manager - lead workforce data projects with precision and accuracy.
- HR Business Partner HRBP - Apply insights to align business strategy.
- Head of HR / HR Director - Drive Organizational Change with HR Data.
- Group HR Director larger organizations - manage cross-regional HR data systems.
- Chief Human Resources Officer CHRO - Strengthen Enterprise-Wide Workforce Planning.
- Chief People Officer CPO - optimize people strategy through advanced analytics.

Targeted Competencies:

Participants will gain the following competencies during the Advanced HR Data Management program:

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- Mastery of HR data systems and advanced analytics.
- Strong data visualization and reporting skills.
- Critical thinking for HR problem-solving.
- Strategic workforce planning with evidence-based insights.
- Data governance and compliance expertise.
- Proficiency in managing HR metrics and KPIs.
- Predictive analysis for workforce trends.
- Decision-making using complex data structures.
- Leadership in HR digital transformation.

Course Objectives:

Participants will achieve the following objectives by completing the Advanced HR Data Management course:

- Understand and apply advanced principles of HR data management.
- Analyze complex datasets to drive workforce insights.
- Evaluate data accuracy, quality, and compliance across systems.
- Apply strategic workforce analytics to organizational objectives.
- Create dashboards and data visualizations for executive reporting.
- Implement governance frameworks to ensure data security and integrity.
- Integrate HR data with broader business intelligence systems.
- Identify workforce trends through predictive modeling.
- Solve complex HR problems using evidence-based data.
- Demonstrate proficiency in HR data management tools and platforms.
- Assess the impact of data-driven HR strategies on business results.
- Recommend improvements in HR systems using advanced analytics.
- Align HR metrics with KPIs for business performance.
- Support organizational change with reliable HR data insights.
- Enhance decision-making capabilities through scenario-based analysis.
- Build strategic agility using future-focused HR data practices.

Studying Scenarios:

In this Advanced HR Data Management training, participants will develop their skills through the analysis of the following scenarios:

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- Applying workforce analytics to forecast employee turnover.
- Managing cross-border HR data systems for multinational organizations.
- Designing dashboards to support executive decision-making.
- Ensuring compliance with data protection and labor laws.
- Integrating HR data with enterprise systems for real-time insights.
- Using predictive models to identify future talent needs.
- Addressing challenges in HR data migration and consolidation.
- Creating workforce reports to align with business objectives.
- Managing employee lifecycle data with integrity and accuracy.
- Leading HR digital transformation projects through data-driven strategies.

Course Content:

Unit 1: Foundations of Advanced HR Data Management:

- Define HR data management in modern organizations.
- Explore the role of HR data in business strategy.
- Discuss HR data types and collection methods.
- Examine HR information systems and their applications.
- Understand data privacy regulations in HR.
- Review HR data governance frameworks.
- Study the integration of HR systems with business platforms.
- Discover the importance of maintaining clean, accurate, and reliable HR data.

Unit 2: HR Data Analytics and Workforce Insights:

- Apply advanced HR analytics in organizational decision-making.
- Explore key HR metrics and performance indicators.
- Use descriptive, diagnostic, and predictive analytics in HR.
- Apply case studies of workforce data analysis.
- Examine the use of AI and machine learning in HR analytics.
- Learn data storytelling techniques for HR leaders.
- Learn how to utilize HR dashboards for effective reporting.
- Practice scenario-based workforce planning with data insights.
- Identify challenges in HR analytics adoption.

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Unit 3: Data Governance, Security, and Compliance in HR:

- Define HR data governance principles.
- Apply data protection laws in HR contexts.
- Discuss GDPR and other global compliance frameworks.
- Explore data confidentiality and ethical use in the context of HR.
- Learn risk management in HR data processes.
- Review protocols for HR data access and usage.
- Create audit trails for HR compliance checks.
- Apply governance policies to cross-border HR data.
- Design compliance-oriented HR data systems.

Unit 4: Data Visualization and Executive Reporting:

- Explore HR data visualization techniques.
- Build effective HR dashboards for executives.
- Learn data storytelling for leadership presentations.
- Analyze workforce trends with visual tools.
- Use HR visualization platforms Power BI, Tableau, etc..
- Apply visualization in workforce diversity reporting.
- Discuss the communication of HR insights to stakeholders.
- Ensure clarity and accuracy in HR reports.
- Deliver presentations using advanced HR data visuals.

Unit 5: Future Trends in HR Data and Strategic Applications:

- Explore predictive HR data models for talent needs.
- Discuss AI-powered workforce management.
- Review digital HR transformation strategies.
- Assess emerging technologies in HR analytics.
- Discover the benefits of HR automation for streamlined data processes.
- Analyze case studies of data-driven HR strategy.
- Explore HR metrics for organizational agility.
- Study the role of HR data in global business strategy.
- Predict future challenges in HR data management.

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Final Insights & Key Takeaways:

The Advanced HR Data Management course equips HR leaders with the expertise to transform data into strategic assets. Participants gain advanced analytical, compliance, and governance skills to drive business outcomes. The program builds proficiency in visualization, predictive insights, and evidence-based workforce planning. By the time participants complete the course, they will lead data-driven HR transformations at the highest level.