Diagnostics Certification and Reporting (121842)

2 – 6 August 2027
Lisbon (Portugal)

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Introduction

The Diagnostics Certification and Reporting course provides HR professionals with advanced knowledge of organizational diagnostics, assessment methodologies, and professional reporting practices. It focuses on developing the ability to evaluate workforce effectiveness, identify organizational challenges, and transform diagnostic findings into actionable HR insights. Participants explore how structured assessments support talent management, employee performance improvement, engagement analysis, and strategic workforce decisions. The program introduces professional approaches for collecting, analyzing, and documenting HR diagnostic information to enhance organizational development initiatives. It emphasizes the importance of accurate reporting standards, evidence-based recommendations, and ethical considerations in HR assessment processes. Participants will strengthen their capability to conduct HR diagnostics and communicate findings through clear, impactful reports.

Targeted Groups

This Diagnostics Certification and Reporting training targets professionals seeking knowledge and skills:

- HR managers improving organizational assessment practices.
- HR specialists conducting workforce diagnostics and analysis.
- Talent management professionals evaluating employee capabilities.
- Organizational development teams designing improvement initiatives.
- Performance management professionals analyzing workforce results.
- Business leaders making data-driven HR decisions.
- Consultants preparing professional HR diagnostic reports.
- HR analysts developing assessment and reporting skills.

Course Objectives

Participants will achieve the following objectives by completing the Diagnostics Certification and Reporting course:

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- Understand the principles of HR diagnostics and organizational assessment frameworks.
- Identify key factors influencing workforce performance and organizational effectiveness.
- Apply structured diagnostic methods to evaluate HR challenges.
- Analyze employee data to identify opportunities for improvement.
- Develop professional HR diagnostic reports with clear findings.
- Interpret assessment results to support strategic decisions.
- Understand reporting standards for HR evaluation processes.
- Evaluate workforce trends through evidence-based analysis.
- Improve skills in presenting diagnostic outcomes to stakeholders.
- Apply ethical practices when collecting and reporting HR information.
- Connect diagnostic results with talent management and organizational development strategies.
- Build practical knowledge of assessment tools used in modern HR environments.

Targeted Competencies

Participants will gain the following competencies during the Diagnostics Certification and Reporting program:

- Ability to conduct structured HR diagnostic assessments.
- Skills in analyzing organizational and workforce data.
- Capability to prepare professional diagnostic reports.
- Understanding of employee assessment methodologies.
- Ability to identify workforce performance gaps.
- Skills in translating findings into HR recommendations.
- Knowledge of organizational effectiveness measurement.
- Capability to communicate diagnostic insights clearly.
- Awareness of ethical HR reporting practices.

Studying Scenarios

In this Diagnostics Certification and Reporting training, participants develop skills through the following scenarios:

- Assessing employee performance challenges through HR diagnostic models.
- Reviewing workforce engagement results and preparing analytical reports.
- Evaluating organizational issues using structured assessment approaches.
- Developing recommendations from HR diagnostic findings.
- Presenting workforce analysis outcomes to leadership teams.
- Reviewing reporting examples for strategic HR decisions.

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MERCURY

Course Content

Unit 1: Fundamentals of HR Diagnostics and Organizational Assessment

- Introduction to HR diagnostics and its role in modern human resource management.
- Understanding the purpose of organizational diagnostics in identifying workforce challenges.
- Exploring the relationship between HR diagnostics and business performance improvement.
- Examining diagnostic frameworks used for workforce evaluation and organizational analysis.
- Understanding the difference between data collection, assessment, diagnosis, and reporting processes.
- Identifying the key components of effective HR diagnostic systems.
- Exploring how diagnostics support strategic human resource planning and decision-making.

Unit 2: HR Diagnostic Methodologies and Assessment Techniques

- Understanding qualitative and quantitative approaches used in HR diagnostics.
- Exploring employee surveys, interviews, observations, and assessment methods.
- Learning how to design effective HR diagnostic processes.
- Evaluating workforce data related to engagement, performance, and retention.
- Understanding competency assessment models for employee evaluation.
- Exploring organizational culture diagnostics and workplace behavior analysis.
- Applying assessment techniques to identify employee and organizational development needs.
- Understanding the role of HR analytics in improving diagnostic accuracy.

Unit 3: Data Analysis and Interpretation for HR Reporting

- Understanding methods for organizing and analyzing HR diagnostic information.
- Exploring workforce metrics used in employee performance analysis.
- Learning how to interpret diagnostic results and identify critical patterns.
- Examining the relationship between HR data analysis and organizational decisions.
- Understanding key performance indicators used in HR assessment reports.
- Developing analytical thinking for identifying workforce improvement opportunities.
- Exploring methods for validating diagnostic findings before reporting.
- Understanding how HR analytics supports evidence-based workforce strategies.

Unit 4: Professional HR Diagnostic Reporting and Documentation

- Understanding the structure and components of professional HR diagnostic reports.
- Developing clear reporting formats for organizational assessment results.
- Learning how to present findings, observations, and recommendations effectively.
- Exploring best practices for writing HR assessment reports.
- Understanding the importance of accuracy, transparency, and consistency in reporting.
- Developing executive summaries that communicate key diagnostic insights.
- Learning methods for presenting reports to HR leaders and business stakeholders.
- Understanding how reporting quality influences organizational improvement decisions.

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Unit 5: Applying Diagnostics for Strategic HR Improvement

- Understanding how diagnostic results support strategic workforce development.
- Linking HR diagnostic outcomes with talent management strategies.
- Applying diagnostic insights to improve employee performance systems.
- Using assessment findings to support organizational change initiatives.
- Understanding how HR leaders transform reports into improvement actions.
- Exploring continuous improvement approaches based on diagnostic feedback.
- Developing action plans based on workforce diagnostic results.
- Integrating diagnostics and reporting into long-term HR strategies.

Final Insights & Key Takeaways

The course equips HR professionals to evaluate workforce conditions, analyze organizational challenges, and create meaningful diagnostic reports. Participants gain the knowledge to use HR diagnostics as a strategic tool for improving employee performance, organizational effectiveness, and evidence-based decision-making.