



People Analytics and HR Dashboarding Course

17 - 21 Feb 2025
Barcelona (Spain)



People Analytics and HR Dashboarding Course

Ref.: 15252_256124 **Date:** 17 - 21 Feb 2025 **Location:** Barcelona (Spain) **Fees:** 4900 **Euro**

Introduction:

New business requirements, innovations, and new International HR models make it essential for HR to be in strategic harmony with the business. No longer a burdensome cost, HR has a new role to play. 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.

This innovative and dynamic new program will cover all the latest thinking and the new models for Strategic HR.

In today's world HR managers are faced with increasingly complex responsibilities. To meet this challenge, they must be continually sharpening their management skills. This new program will focus on the management and leadership skills necessary for success in today's fast-changing business environment.

Targeted Groups:

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

Course Objectives:

At the end of this course the participants will be able to:

- Examine the use of internal and external measurement frameworks which establish the contribution of the HR function
- Conduct detailed Problem analysis assessments
- Identify appropriate Decision-Making options
- Develop HR policy responses to a range of messages from metrics and analytics
- Develop a strategic role for the HR function
- 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
- Be able to improve organizational 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
- Use the new HR maturity model 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 be able to use a corporate culture program to change organizational culture
- Learn how existing appraisal systems can be changed to produce measurable performance and competency results
- Understand and be able to use creative methods for improving HR performance
- New approaches to pay and benefits
- Explore knowledge management and the role of emotional intelligence for tomorrow's organization
- Create added value - beyond key indicators

Targeted Competencies:

- People management
- Creativity and step innovation
- Writing outlines for the 6 S process
- Mastery of the construction of Business action plans
- Use and mastery of HR statistical packages
- Personal presentation skills
- International HR law
- Manpower 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
- The relationship between HR and the Line
- The Use of Competencies
- Employee Development
- Succession Planning

Unit 2: People Management:

- The importance of sociotechnical management
- Techniques for effective communication
- Motivating for results
- Enhancing your coaching skills
- Empowering employees for improved performance
- Characteristics of a successful manager

Unit 3: Operational Excellence:

- The Malcolm Baldrige quality award-standard of excellence
- Lessons from the best-performing companies
- Benchmarking your operation against the best
- Creating employee commitment

- Managing continuous improvement
- Creating the high-performance organization

Unit 4: Leading Teams:

- Obtaining the benefits of teamwork
- Characteristics of ineffective teams
- Characteristics of effective teams
- Managing conflict in a productive manner
- Understanding team member styles
- Creating a virtual team

Unit 5: Strategic Planning:

- Analyzing the strategic planning process
- Achieving competitive advantage
- Utilizing dynamic SWOT analysis
- Focusing on vision and mission
- The importance of contingency planning
- Examples of strategic success and failure

Unit 6: Data Visualization:

- Charting and visualization techniques
- Using the camera tool
- Working with formula-driven visualizations
- Using fancy fonts
- Leveraging symbols in formulas
- Working with sparklines
- Creating 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 areas of HR -the new HR map of activities
- Key activity one - where HR fits with organizational strategy
- Ways of improving cooperation between HR and other departments
- Tools to help us work better with other departments

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

- Key activity two Recruitment and selection - your involvement in the process.
- Recruitment is the gateway into the organization
- Recruitment in action
- Recent improvement in the recruitment process and how to streamline the process
- Key Activity three Performance appraisal - how much does this cost -
- Is performance appraisal good value? What is it designed to do?
- The need to measure and collect two critical pieces of data - Competencies and performance ratings. How to improve this process
- Rights versus responsibilities



Istanbul - Turkey: +90 539 599 12 06

Amman - Jordan: +962 785 666 966

WhatsApp London - UK: +44 748 136 28 02

- Poor performance procedure
- Disciplinary procedure
- Grievances
- Equal Opportunities
- The role of employee representatives
- Communications
- Consultation
- Involvement



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