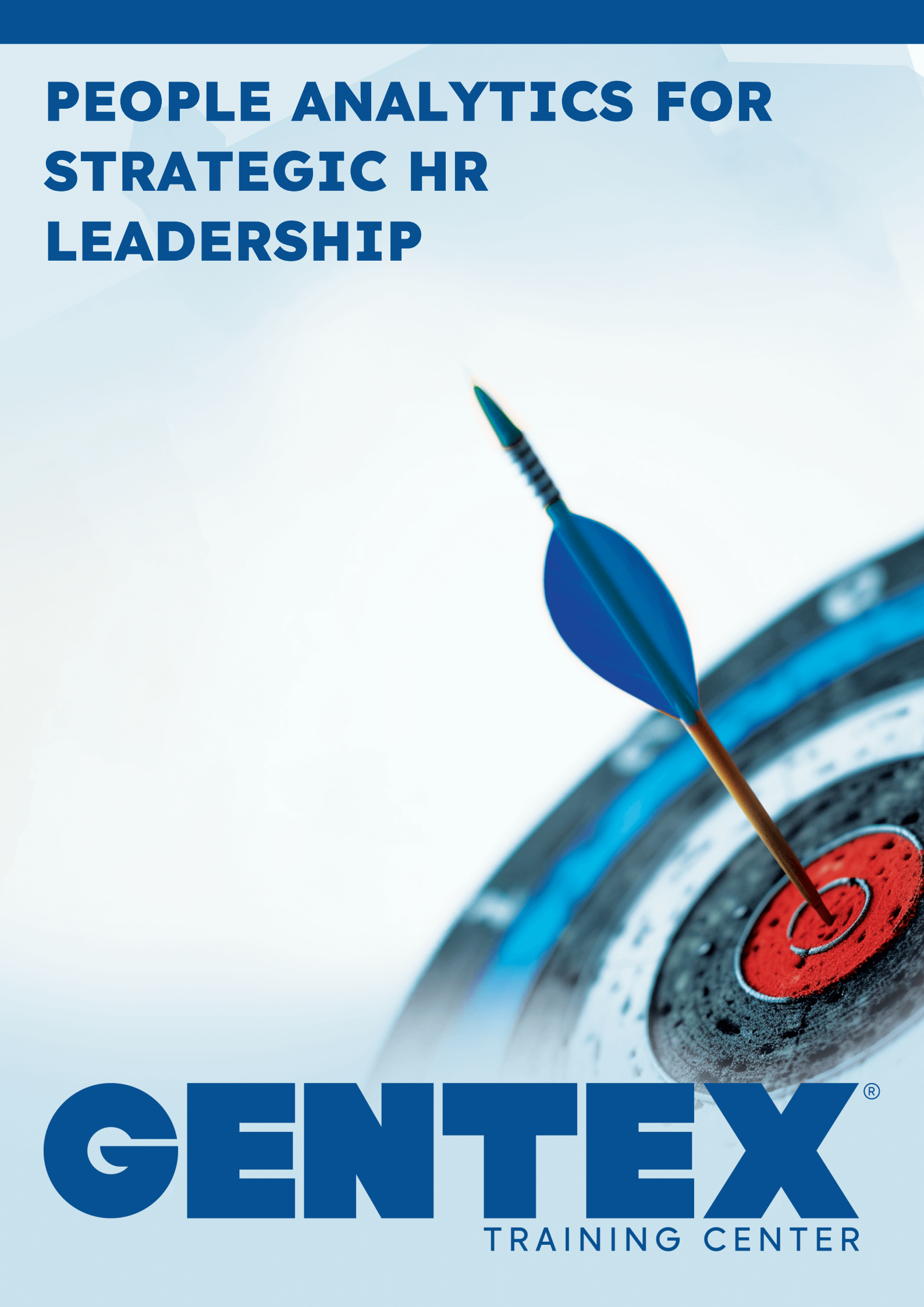
PEOPLE ANALYTICS FOR STRATEGIC HR LEADERSHIP



GENTEX®
TRAINING CENTER

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com

Introduction

Understanding and leveraging data is no longer just a function of the IT department; it is now critical for HR professionals aiming to lead their organizations strategically. People Analytics for Strategic HR Leadership is a dynamic course designed to empower HR leaders to harness the power of data and analytics. By utilizing workforce data, HR professionals can make evidence-based decisions that improve organizational effectiveness and align HR strategies with overall business objectives. This course delves deep into the analytical tools and techniques needed to interpret HR metrics, understand workforce trends, and create actionable insights that drive change. It offers a comprehensive exploration of the ways in which people analytics can be integrated into talent management, employee engagement, and leadership development, positioning HR leaders at the forefront of organizational transformation.

People Analytics for Strategic HR Leadership Course Objectives

- Develop a deep understanding of people analytics and its strategic importance in HR leadership.
- Learn how to interpret and analyze workforce data to identify patterns and trends.
- Explore data-driven approaches to talent management, enhancing recruitment, retention, and employee development.
- Understand how to use people analytics to improve decision-making in areas like employee engagement, leadership development, and organizational design.
- Gain insights into the latest tools and technologies used in HR analytics.
- Learn to create actionable insights and reports that align HR initiatives with broader business goals.
- Equip themselves with the skills necessary to transform HR from a support function to a strategic partner through the use of data.

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com

Course Methodology

The course combines interactive lectures with hands-on exercises, case studies, and group discussions. Participants will have the opportunity to apply analytics tools and techniques in real-world HR scenarios.

Who Should Take This Course

- HR professionals aiming to develop analytical skills.
- HR leaders responsible for workforce planning and talent management.
- Business leaders looking to integrate data-driven decision-making into HR strategies.
- Consultants specializing in HR transformation.

People Analytics for Strategic HR Leadership Course Outline

Day 1: Introduction to People Analytics and its Strategic Importance

- Overview of people analytics: Definitions, benefits, and applications in HR.
- The evolution of HR analytics and its impact on modern HR leadership.
- Strategic alignment: How people analytics can drive organizational goals.
- Data governance and ethics in HR: Understanding privacy and compliance issues.

Day 2: Data-Driven Decision Making in HR

- The role of data in shaping HR decisions: From recruitment to retention.

- Identifying key HR metrics and KPIs: Turnover rates, absenteeism, employee engagement, etc.
- Data collection methods: Surveys, HRIS, and other data sources.
- Analyzing workforce data: Identifying patterns, trends, and anomalies.

Day 3: Talent Management and Workforce Planning Using Analytics

- Using people analytics in recruitment: Predictive hiring and candidate profiling.
- Enhancing employee retention through data-driven insights.
- Workforce planning: Using analytics to predict talent needs and future gaps.
- Talent development: Identifying high performers and future leaders through analytics.

Day 4: Employee Engagement and Leadership Development

- Measuring employee engagement using analytics: Tools and techniques.
- Linking employee engagement to productivity and business outcomes.
- Leadership analytics: Assessing leadership effectiveness through data.
- Designing data-driven leadership development programs.

Day 5: Implementing People Analytics in Your Organization

- Steps to successfully implement people analytics: From data collection to reporting.
- Change management: Ensuring organization-wide adoption of analytics.
- Building a people analytics team: Skills and roles required.

- Creating actionable insights: Presenting data to stakeholders in a meaningful way.

Conclusion

By successfully completing the People Analytics for Strategic HR Leadership course with Gentex Training Center, participants will gain in-depth knowledge of how to leverage data to enhance HR's role as a strategic partner. This course equips HR leaders with the necessary tools and frameworks to transform data into actionable insights, ensuring their HR strategies contribute to long-term organizational success. Through interactive workshops, real-world case studies, and expert-led discussions, participants will leave the course with a clear understanding of how to use people analytics to make informed, impactful decisions that drive business value.

FAQs

Q1 What is the People Analytics for Strategic HR Leadership course about?

This course focuses on using data and analytics to enhance strategic HR leadership. It covers workforce data analysis, HR metrics, talent management analytics, employee engagement measurement, leadership analytics, data-driven decision-making, and creating actionable insights that support organizational goals.

Q2 What are the key benefits of the People Analytics for Strategic HR Leadership course?

The course helps participants transform HR practices through data-driven approaches. It enables them to improve workforce planning, enhance talent management, support employee engagement, evaluate leadership effectiveness, create meaningful reports, and align HR initiatives with broader business objectives through analytical insights.

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com

Q3 What skills will I gain from the People Analytics for Strategic HR Leadership course?

Participants will develop four key skills: People Analytics, Workforce Data Analysis, Data-Driven Decision Making, and HR Metrics and Reporting. These skills support interpreting workforce trends, analyzing HR information, improving strategic decisions, measuring HR performance, and presenting actionable insights to stakeholders.

Q4 What tools, methods, or standards are covered in the People Analytics for Strategic HR Leadership course?

The course covers HR analytics tools and techniques, HR metrics and KPIs such as turnover rates, absenteeism, and employee engagement, data collection methods including surveys and HRIS, workforce analysis approaches, predictive hiring, candidate profiling, leadership analytics, data governance, and reporting methods.

Q5 How is the People Analytics for Strategic HR Leadership course applied in real-world practice?

The course applies people analytics through hands-on exercises, case studies, group discussions, and real-world HR scenarios. Participants practice collecting workforce data, identifying trends, developing analytics-based strategies, measuring engagement, creating reports, and presenting insights that support organizational transformation and HR decision-making.