

HR METRICS THAT MATTER BOOTCAMP



COURSE LENGTH 2 days

I found the HR Metrics course helpful because the examples provided during the session were practical and applicable in my role as AVP, Human Resources. It was helpful to gain perspective and be reminded about what executives are often looking for when HR reports data

— Jennifer Villegas, VP, Human Resources

COURSE CONTENT

LESSON 1:

Linking Departmental Plans and Strategies to Organizational Strategies

- Understand the imperative of linking HR to organizational strategies
- Identify the process for linkage
- Understand the value of the business strategy map as a linking tool

LESSON 2:

Criteria for Selecting HR Metrics that Matter

- Examine efficiency and effectiveness measures
- Determine appropriate quantitative and qualitative measures
- Determine which analytics would be beneficial to HR based on business objectives

LESSON 3:

Calculating HR Metrics

- Review most common HR metric formulas
- Practice calculating metric using sample data sets

LESSON 4:

Available Tools and Technology Track Metrics

- Understand available tools and technology for the business enterprise
- Understand considerations when leveraging technology
- Review effective scorecards and dashboards

LESSON 5:

What Organizational Leaders Need to Know About Metrics

- Identify ways that motivate leaders to take action on metrics
- Create focused executive summaries for metrics feedback
- Determine how to communicate success to build buy in and excitement around metric

OVERVIEW

How do you know which HR metrics truly matter? In this workshop, you'll gain insights into the latest thinking on HR metrics. Attendees will learn the process for linking HR activities to the organization's strategy. Using this proven process, HR practitioners will be able to demonstrate HR's impact on the organization. Best practices will be discussed on the topics of data presentation, data interpretation and which statistical tests should be used in specific situations. HR metrics are an important tool for HR Business leaders in their effort to provide valuable employee insight as it relates to better business results.

LEARNING OBJECTIVES

After completing this program, participants will be able to:

- Understand the process for linking HR to the organization's strategy
- Examine the process for determining metrics that matter in Human Resources
- Identify metrics that measure efficiency, effectiveness and strategic execution
- Practice calculating HR Metrics using formulas and sample data sets
- Discuss the value of dashboards/scorecards as a tool to track strategic execution
- Discuss effective techniques of data reporting so that management can use the information to make better decisions.



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