# People Metrics & Dashboards Training Course

Professional Development Training Course Outline

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|---|---|---|---|
| **Category** | Human Resource Management | **Duration** | 5 Days |
| **Base Fee** | $1,500 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

In today’s dynamic business landscape, data-driven decision-making is no longer optional it is essential. People Metrics & Dashboards Training Course equips HR professionals, business analysts, and organizational leaders with advanced skills to capture, analyze, and visualize workforce data effectively. By leveraging cutting-edge HR analytics, people metrics, and interactive dashboards, participants will gain actionable insights to optimize talent management, improve employee engagement, and drive strategic organizational growth. This course combines practical case studies, real-world scenarios, and hands-on exercises to transform raw data into predictive insights and performance-driven strategies.

This training program emphasizes the integration of HR technology platforms, people analytics tools, and data storytelling techniques to make complex workforce data comprehensible and actionable. Participants will learn to design and implement custom dashboards, track key performance indicators (KPIs), and benchmark talent performance against industry standards. By the end of this course, attendees will confidently translate workforce data into strategic business value, align human capital initiatives with corporate objectives, and foster a culture of continuous improvement and informed decision-making.

## Programme Curriculum

**People Metrics & Dashboards Training Course**

**Introduction**

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**Course Duration**

5 days

**Course Objectives**

1. Master HR analytics techniques to transform workforce data into actionable insights.
2. Develop interactive dashboards for real-time workforce monitoring.
3. Identify and track critical people metrics aligned with business KPIs.
4. Apply predictive analytics for talent forecasting and succession planning.
5. Optimize employee performance management using data-driven approaches.
6. Leverage HR technology platforms to streamline data collection and reporting.
7. Utilize data visualization best practices for stakeholder communication.
8. Benchmark organizational metrics against industry standards.
9. Improve employee engagement and retention through data insights.
10. Integrate workforce analytics into strategic decision-making processes.
11. Conduct trend analysis to anticipate workforce challenges.
12. Implement custom reporting frameworks for different business units.
13. Translate complex HR data into business storytelling for leadership.

**Target Audience**

1. HR Managers & Directors
2. People Analytics Specialists
3. Business Analysts
4. Talent Acquisition Professionals
5. Learning & Development Managers
6. Organizational Development Leaders
7. HR Consultants
8. C-suite Executives & Strategy Teams

**Course Modules**

**Module 1: Introduction to People Metrics & HR Analytics**

- Overview of people metrics and KPIs
- Importance of data-driven HR decisions
- Understanding workforce data sources and integrity
- Emerging trends in HR technology and analytics
- Case Study: Measuring employee productivity in a multinational firm

**Module 2: Workforce Data Collection & Management**

- Techniques for **accurate data gathering**
- Ensuring **data quality and consistency**
- Integrating multiple HR systems for holistic insights
- Legal and ethical considerations in workforce data
- Case Study: **Implementing a centralized HR data repository**

**Module 3: Key HR Metrics & KPI Identification**

- Identifying critical **talent and engagement metrics**
- Linking metrics to business performance
- Customizing KPIs for organizational goals
- Using benchmarking to improve HR outcomes
- Case Study: **Reducing attrition through targeted KPIs**

**Module 4: Data Visualization & Dashboard Design**

- Principles of effective **dashboard design**
- Tools for **interactive dashboards**
- Visual storytelling for executive reporting
- Identifying actionable insights through charts and graphs
- Case Study: **Creating a leadership-ready dashboard**

**Module 5: Predictive Analytics for Talent Management**

- Introduction to **predictive modeling in HR**
- Forecasting turnover, performance, and engagement
- Using analytics for succession planning
- Incorporating **AI-driven insights**
- Case Study: **Predicting high-potential employees in a retail chain**

**Module 6: Employee Engagement & Performance Analytics**

- Measuring engagement through **pulse surveys and metrics**
- Correlating engagement with productivity and retention
- Evaluating **training effectiveness** through analytics
- Data-driven recognition and rewards strategies
- Case Study: **Boosting engagement using data insights**

**Module 7: Strategic Workforce Planning & Benchmarking**

- Aligning workforce strategy with business objectives
- Benchmarking against **industry standards and competitors**
- Scenario planning using workforce metrics
- Resource optimization through data analysis
- Case Study: **Optimizing workforce allocation in a tech startup**

**Module 8: Reporting, Storytelling & Actionable Insights**

- Crafting executive-ready reports from HR data
- Using data storytelling to influence leadership decisions
- Turning insights into **strategic actions**
- Monitoring outcomes and continuous improvement

- Case Study: **Driving organizational change using HR dashboards**

### Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

**Register as a group from 3 participants for a Discount**

**Send us an email: info@fineskilltrainingcenter.org or call** *+254769199797*

***Certification***

*Upon successful completion of this training, participants will be issued with a globally- recognized certificate.*

***Tailor-Made Course***

*We also offer tailor-made courses based on your needs.*

**Key Notes**

**a.** The participant must be conversant with English.

**b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

**c.** Course duration is flexible and the contents can be modified to fit any number of days.

**d.** The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

**e.** One-year post-training support Consultation and Coaching provided after the course.

**f.** Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date | End Date | Location | Price |
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| **23 Nov 2026** | 27 Nov 2026 | Online | $1,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $1,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $3,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $4,500 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |
| **23 Nov 2026** | 27 Nov 2026 | Physical | $6,000 |

Ready to enroll or request a customized program? Book online or contact us:

**Register Online Now**

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com