

HR Performance Indicators and Dashboard Development For 5 days

19 – 23 October 2026
Cape Town (South Africa)

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Introduction

In today's competitive environment, HR Performance Indicators and Dashboard Development have become essential for organizations seeking to align people strategies with business goals. Human Resources is no longer limited to administrative tasks but plays a strategic role in driving efficiency, improving workforce engagement, and achieving organizational success.

This five-day course equips participants with practical tools to design, measure, and monitor HR Performance Indicators while building interactive dashboards that enable data-driven decision-making. Through case studies, real-world applications, and hands-on exercises, participants will learn to connect HR strategies with business objectives, optimize workforce planning, and foster sustainable growth.

Course Objectives

By the end of this program, participants will be able to:

- Understand the fundamentals of strategic HR management and its link to business objectives.
- Design integrated HR strategies to improve organizational performance.
- Develop and apply effective HR Performance Indicators for different HR functions.
- Build interactive dashboards for monitoring performance and supporting strategic decisions.
- Utilize HR information systems and digital tools for workforce analytics.
- Strengthen change management skills to ensure long-term HR transformation.
- Explore global HR practices and adapt them to local organizational needs.

Course Outlines

Day 1: Fundamentals of Strategic HR Management

- Definition and importance of HR strategy.
- Differences between operational and strategic HR management.
- Principles for designing effective HR strategies.
- Case studies on aligning HR with organizational goals.

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A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver, set against a background of concentric circles.

Day 2: HR Analysis and Strategic Planning

- Conducting SWOT and GAP Analysis in HR.
- Collecting and analyzing workforce data.
- Setting SMART goals linked to HR strategy.
- Developing HR policies to support execution.

Day 3: KPI Design and Performance Measurement

- Understanding HR Performance Indicators and their role in business success.
- Selecting relevant KPIs for different HR functions.
- Linking KPIs to organizational goals.
- Practical workshops on KPI design and evaluation.

Day 4: Technology and Dashboard Development

- Leveraging HR Information Systems HRIS for workforce analytics.
- The role of automation and AI in HR processes.
- Designing interactive dashboards for HR monitoring.
- Hands-on practice in building dashboards using digital tools.

Day 5: Strategy Implementation, Monitoring, and Change Management

- Executing strategic HR plans effectively.
- Interpreting dashboard data to guide decisions.
- Applying change management in HR transformation.
- Capstone project presentations and final assessment.

Why Attend This Course: Wins & Losses!

- Master the design and use of HR Performance Indicators to measure results.
- Develop interactive dashboards that enhance data-driven decision-making.
- Strengthen your ability to link HR strategies with organizational success.
- Gain hands-on experience with HR technology and digital tools.
- Build advanced skills in performance monitoring and change management.
- Enhance your professional profile with a recognized training certificate.
- Stay aligned with international HR best practices.
- Increase your impact on organizational efficiency and workforce productivity.

Conclusion

The HR Performance Indicators and Dashboard Development training course provides participants with actionable knowledge to design, monitor, and evaluate HR performance in a strategic way. Over five days, it integrates HR strategy, performance measurement, and digital tools into a comprehensive learning experience.

A graphic of a chessboard with several chess pieces. In the foreground, there is a gold king piece, a silver pawn, and a silver king piece. The board is checkered, and the pieces are arranged in a strategic formation.

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Graduates of this course will leave equipped with the skills to lead HR initiatives, create impactful dashboards, and drive business success through data-driven decision-making. By mastering these tools, HR professionals can significantly enhance their organization's ability to achieve long-term growth and maintain a competitive edge.

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A graphic illustration of a chessboard with a checkered pattern. Three chess pieces are visible: a gold king, a silver pawn, and a gold pawn. The king is the largest piece, and the pawns are smaller. They are positioned on the board, with the king being the most prominent. The background of the board features concentric circles emanating from behind the king piece.