

HR Analytics: Leveraging Data for Better Decisions

Kigali (Rwanda)

1 - 5 December 2025

UK Training

PARTNER

HR Analytics: Leveraging Data for Better Decisions

Code: HR28 From: 1 - 5 December 2025 City: Kigali (Rwanda) Fees: 3300 Pound

Introduction

The course "HR Analytics: Leveraging Data for Better Decisions" is designed to equip HR professionals with the skills to effectively use data to improve decision-making. Participants will learn the fundamentals of HR analytics, including how to collect, organize, and analyze workforce data. The course emphasizes the role of analytics in solving HR challenges, aligning strategies with organizational goals, and improving workforce performance. By the end of this course, participants will be able to lead data-driven HR initiatives for sustainable success.

Course Objectives

- Understand the fundamentals of HR analytics and its importance in decision-making.
- Learn how to collect and organize HR data effectively.
- Acquire skills to analyze and interpret workforce data.
- Use analytics to identify trends and address workforce challenges.
- Align HR data insights with organizational goals and strategies.
- Develop skills in creating clear and impactful data visualizations.
- Measure the success of HR initiatives using analytics.
- Build sustainable, data-driven workforce planning strategies.

Course Outlines

Day 1: Introduction to HR Analytics

- Understand the basics of HR analytics and its significance.
- Learn the role of data in HR decision-making.
- Explore the types of data used in HR analytics.
- Identify key performance indicators KPIs in HR.

Day 2: Collecting and Organizing HR Data

- Learn techniques for gathering accurate and reliable HR data.
- Explore tools and systems for managing HR data effectively.
- Understand compliance and data privacy regulations.
- Develop methods to clean and organize data for analysis.

Day 3: Analyzing and Interpreting Workforce Data

- Master basic statistical techniques for HR analytics.
- Discover methods for identifying trends and patterns in data.
- Evaluate employee performance, retention, and engagement using analytics.

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) in gold and silver. The board is set on a checkered pattern. The text 'UK Training PARTNER' is overlaid on the right side of the board.

UK Training
PARTNER

- Learn how to interpret data to make evidence-based decisions.

Day 4: Visualizing and Communicating HR Insights

- Learn tools and techniques for creating HR dashboards.
- Master the art of presenting data clearly to stakeholders.
- Highlight key findings using effective data visualization techniques.
- Communicate analytics insights to support strategic decisions.

Day 5: Applying HR Analytics for Better Decisions

- Align HR analytics with organizational goals and strategies.
- Use data to address workforce challenges and improve outcomes.
- Develop actionable plans based on analytics insights.
- Measure the impact and success of HR initiatives using data.

Why Attend This Course: Wins & Losses!

- Gain confidence in using data to support HR decision-making.
- Learn how to identify workforce trends and address challenges.
- Improve workforce planning with data-driven insights.
- Align HR strategies with organizational goals through analytics.
- Enhance reporting with impactful data visualizations.
- Avoid costly mistakes by better interpreting data.
- Address HR challenges with evidence-based approaches.
- Measure and improve the effectiveness of HR initiatives.

Conclusion

The "HR Analytics: Leveraging Data for Better Decisions" course is essential for HR professionals looking to enhance their decision-making processes through analytics. By learning how to collect, analyze, and interpret data, participants will gain the tools to make evidence-based decisions and drive organizational success.

Enroll now to gain the skills you need to leverage data and build effective, sustainable HR strategies!

Blackbird Training Cities

Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)
(Netherlands)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



Blackbird Training Cities

USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

Africa



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)
(Indonesia)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Pulau Ujong (Singapore)



Jakarta



Amman (Jordan)



Beirut (Lebanon)

UK Training
PARTNER

Blackbird Training Cities

Asia



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



Blackbird Training Clients



UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training



 International House 185 Tower Bridge
Road London SE1 2UF United Kingdom

 +44 7401 1773 35
+44 7480 775526

 Sales@blackbird-training.com

 www.blackbird-training.com

UK Training
PARTNER

