![Blackbird for Training logo]

HR Analytics & Metrics

Paris (France)

21 - 25 July 2025

UK Traininig
PARTNER

HR Analytics & Metrics

Introduction

In today's data-driven world, HR Analytics & Metrics have become strategic tools for enhancing performance and supporting data-based decision-making. This course is designed to equip participants with the skills to analyze HR data, measure performance, and develop evidence-based strategies that improve organizational efficiency. Participants will learn how to utilize data to optimize talent acquisition, employee retention, and overall workforce productivity.

Course Objectives

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

- Understand the core concepts of HR Analytics and Metrics.
- Collect and analyze data related to performance, recruitment, and retention.
- Apply analytical tools to enhance HR strategies.
- Develop impactful reports that support decision-making at the executive level.
- Use Key Performance Indicators KPIs to evaluate HR effectiveness.

Course Outlines

Day 1: Introduction to HR Analytics

- Definition of HR Analytics and its strategic importance.
- The role of data in optimizing HR strategies.
- Data collection tools Surveys, Databases, Reports.
- Workshop: Creating a data collection and analysis plan for workplace insights.

Day 2: Metrics and Key Performance Indicators KPIs

- Identifying key HR Metrics and KPIs.
- Analyzing data related to recruitment, retention, and productivity.
- How to use metrics for performance optimization and decision-making.
- Practical Application: Preparing performance reports using clear measurement indicators.

Day 3: Data Analysis for Decision-Making

- How to analyze HR data to improve recruitment strategies.
- Using predictive analytics to identify future HR needs.
- Managing performance with available data insights.
- Simulation Exercise: Applying predictive analytics on HR datasets.

Day 4: Developing Data-Driven HR Strategies

Head Office: +44 7480 775 526
Email: Sales@blackbird-training.com
Website: www.blackbird-training.com

- Transforming data insights into effective HR strategies.
- Designing improvement plans based on digital analysis.
- Integrating HR analytics into strategic planning.
- Workshop: Designing a strategic HR plan based on data analysis.

Day 5: Reporting and Continuous Evaluation

- How to prepare effective analytical reports for senior management.
- Monitoring performance using regular analytics.
- Reviewing successful case studies of data-driven HR improvements.
- Final Project: Preparing a comprehensive HR Analytics Report.

Why Attend this Course: Wins & Losses!

- Gain the ability to analyze HR data effectively for performance optimization.
- Enhance recruitment and retention strategies through evidence-based insights.
- Support strategic decision-making with impactful data reports.
- Improve organizational efficiency by leveraging analytics in HR planning.

Conclusion

This training course is an exceptional opportunity for HR professionals and business leaders who want to master the art of data analysis in human resources. By applying modern analytical tools and practical applications, participants will be equipped to drive strategic decisions and optimize HR processes.

Join us to elevate your HR analytics skills and transform your organizational performance.

Head Office: +44 7480 775 526
Email: Sales@blackbird-training.com
Website: www.blackbird-training.com

Blackbird Training Cities

Europe

Malaga (Spain)

Sarajevo (Bosnia and Herzegovina) Cascais (Portugal)

Glasgow (Scotland)

Edinburgh (UK)

Oslo (Norway)

Annecy (France)

Bordeax (France)

Copenhagen (Denmark)

Birmingham (UK)

Lyon (France)

Moscow (Russia)

Stockholm (Sweden)

Podgorica (Montenegro)

Batumi (Georgia)

London (UK)

Istanbul (Turkey)

Amsterdam

Düsseldorf (Germany) (Switzerland)

Paris (France)

Athens(Greece)

Barcelona (Spain)

Munich (Germany)

Geneva

Prague (Czech)

Vienna (Austria)

Rome (Italy)

Brussels

Madrid (Spain)

Berlin (Germany)

Lisbon (Portugal)

Zurich

Manchester (UK)

Milan (Italy)

Head Office: +44 7480 775 526
Email: Sales@blackbird-training.com
Website: www.blackbird-training.com

UK Traininig
PARTNER

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)	

ASIA

Baku (Azerbaijan) (Thailand)	Maldives (Maldives)	Doha (Qatar)
Manila (Philippines)	Bali (Indonesia)	Bangkok
Beijing (China)	Singapore (Singapore)	Sydney
Tokyo (Japan)	Jeddah (KSA)	Riyadh(KSA)
Melbourne (Australia) Korea)	Phuket (Thailand)	Dubai (UAE)
Kuala Lumpur (Malaysia)	Kuwait City (Kuwait)	Seoul (South
Pulau Ujong (Singapore)	Irbid (Jordan)	Jakarta (Indonesia)
Amman (Jordan)	Beirut	

Blackbird Training Cities

AFRICA

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)

UK Traininig
PARTNER

Blackbird Training Clients

MANNAI Trading Company WLL, **Qatar**

Alumina Corporation **Guinea**

Booking.com **Netherlands**

Oxfam GB International Organization, **Yemen**

Capital Markets Authority, **Kuwait**

Waltersmith Petroman Oil Limited **Nigeria**

Qatar National Bank (QNB), **Qatar**

Qatar Foundation, **Qatar**

AFRICAN UNION ADVISORY BOARD ON CORRUPTION, **Tanzania**

KFAS **Kuwait**

Reserve Bank of Malawi, **Malawi**

Central Bank of Nigeria **Nigeria**

Ministry of Interior, **KSA**

Mabruk Oil Company **Libya**

Saudi Electricity Company, **KSA**

BADAN PENGELOLA KEUANGAN Haji, **Indonesia**

NATO **Italy**

ENI CORPORATE UNIVERSITY, **Italy**

Gulf Bank **Kuwait**

General Organization for Social Insurance **KSA**

Defence Space Administraion **Nigeria**

National Industries Group (Holding), **Kuwait**

Hamad Medical Corporation, **Qatar**

USAID **Pakistan**

STC Solutions, **KSA**

North Oil company,

EKO Electricity

Oman Broadband

UN.

Authority for

UK Traininig **PARTNER**

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
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

Artificial Intelligence (AI)
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 Traininig
PARTNER

Head Office: +44 7480 775 526
Email: Sales@blackbird-training.com
Website: www.blackbird-training.com