BLACKBIRD FOR TRAINING

Digital Human Resources Management

18 – 22 January 2027
Lyon (France)



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Introduction

Digital Human Resources Management has become a fundamental element in improving organizational efficiency and enhancing employee experience. As organizations increasingly rely on digital systems, HR is no longer limited to traditional administrative tasks but has evolved into a data-driven function that supports strategic decision-making and performance improvement.

This course provides a practical and structured approach to implementing digital transformation in HR. It focuses on the use of modern tools, data analytics, and integrated systems to improve operational efficiency and align HR practices with organizational goals. It also highlights how digital solutions can enhance employee experience and streamline processes across the organization.

The content is designed in a clear and progressive way, enabling participants to move from understanding key concepts to applying practical solutions. This ensures the ability to manage digital HR processes effectively and contribute to measurable organizational improvements.

Course Objectives

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

- Understand the concept of digital human resources management and its importance.
- Analyze the role of technology in improving HR operations.
- Apply digital tools to enhance efficiency and productivity.
- Use data to support decision-making processes.
- Develop HR processes using digital systems.
- Improve employee experience through digital solutions.
- Evaluate the performance of digital HR systems.
- Build strategies that support digital transformation.



Course Outlines

Day 1: Practical Introduction to Digital Transformation in HR

- Understanding digital transformation in HR management.
- Evolution of HR roles in a digital environment.
- Identifying digital needs within the organization.
- Analyzing current systems and operational processes.
- Recognizing gaps between traditional and digital approaches.
- Exploring practical steps to initiate digital transformation.

Day 2: Digital HR Tools and Systems

- Overview of digital human resources management systems.
- Automating administrative and operational processes.
- Managing employee data through digital platforms.
- Using digital tools in recruitment and training.
- Integrating HR systems across the organization.
- Practical application of digital tools.

Day 3: Data Analytics in Human Resources

- Introduction to HR analytics concepts.
- Collecting and analyzing HR data systematically.
- Using data to support decision-making.
- Developing data-driven performance indicators.
- Analyzing employee behavior using digital tools.
- Case-based applications and analysis.

Day 4: Enhancing Employee Experience Through Digital Solutions

- Understanding employee experience in a digital environment.
- Developing effective digital communication channels.
- Using technology to improve workplace conditions.
- Enhancing employee engagement through digital tools.
- Addressing challenges related to digital implementation.
- Applying practical models to improve employee experience.



Day 5: Improving Digital Performance and Ensuring Sustainability

- Measuring the effectiveness of digital HR systems.
- Analyzing outcomes of digital implementation.
- Improving processes based on performance indicators.
- Developing sustainability plans for digital transformation.
- Preparing analytical reports to support decision-making.
- Conducting a comprehensive practical project.

Why Attend This Course? Wins & Losses!

- Gain practical skills in digital human resources management.
- Improve efficiency and reduce reliance on manual processes.
- Strengthen data-driven decision-making capabilities.
- Enhance employee experience within the organization.
- Apply modern digital tools in real work environments.
- Improve overall organizational performance.
- Support structured and effective digital transformation.
- Build a more flexible and efficient workplace.

Conclusion

Digital Human Resources Management represents a significant shift in how organizations manage their workforce. It combines operational efficiency with the ability to make accurate, data-driven decisions, creating a more effective and responsive HR function.

This course provides a structured journey from understanding digital transformation concepts to applying practical tools, analyzing data, and improving employee experience. This progression ensures that participants can translate knowledge into real-world application.

The skills developed throughout the course help improve operational efficiency, enhance decision-making quality, and create a more innovative and adaptable work environment. Over time, consistent application of these practices supports sustainable performance and long-term organizational success.

Investing in digital HR management is not just about upgrading systems; it is about transforming the way organizations operate, enabling them to achieve greater efficiency, adaptability, and continuous growth in a rapidly evolving environment.

