BLACKBIRD FOR TRAINING

Dashboard Modeling for HR Professionals

2 – 6 August 2027
Brussels (Belgium)



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Introduction

In today's data-driven world, HR professionals must harness the power of data to gain strategic insights, enhance decision-making, and create effective solutions for workforce management. This course, Dashboard Modeling for HR Professionals, focuses on utilizing HR reporting tools and data visualization techniques to turn raw HR data into actionable insights.

Participants will learn how to create HR Analytics Dashboards, analyze key metrics such as employee performance, and apply best practices for HR data analysis. This training ensures that HR professionals can build interactive, impactful dashboards that empower organizations to make strategic decisions based on data-driven insights.

Whether it's understanding the Human Resource Management Model, leveraging HR Metrics Dashboards, or applying strategic human resource models, this course equips participants with the skills to elevate HR analytics and reporting to a professional level.

Course Objectives

By the end of this course, participants will:

- Gain a foundational understanding of HR Metrics and Dashboarding principles.
- Learn to use advanced HR reporting tools to analyze employee performance and organizational trends.
- Explore HR Analytics Dashboard Examples and understand how to apply them in real scenarios.
- Develop skills to create interactive dashboards for tracking headcount, training, performance indicators, and more.
- Master data modeling and visualization techniques tailored for HR data analysis.
- Automate routine tasks in Microsoft Excel, saving valuable time.
- Understand how to use Power Query, PivotTables, and PowerView for building dynamic dashboards.
- Enhance the ability to present insights visually using custom charts, graphs, and interactive controls.



Course Outlines

Day 1: Introduction to Dashboards and Reports

- What are HR Dashboards and Reports?
- Principles of HR Dashboard Analytics design.
- Tabular report techniques for HR data.
- Best practices for table design in HR metrics reporting.
- Using conditional formatting and symbols to enhance visual appeal.
- Introducing Sparkline and customizing it for HR Metrics Dashboards.

Day 2: Visualizing HR Data with Charts

- Creating charts for tracking employee performance trends.
- Techniques for highlighting top and bottom performers.
- Using histograms to analyze frequency and relationships.
- Building variance and performance charts.
- Creating Bullet Graphs for key HR indicators.
- Adding dynamic labels and text formulas for impactful charts.

Day 3: Data Modeling for HR Dashboards

- Building and optimizing a data model for HR analytics.
- Best practices for data integration in HR data analysis.
- Overview of internal and external data modeling techniques.
- Introduction to Power Query for integrating external HR data.

Day 4: PivotTable-Driven Dashboards and PowerView

- Building dynamic dashboards using PivotTables.
- Using PowerView to create interactive dashboards.
- Animating HR data on maps for geographic insights.
- Visualizing workforce distribution and trends.

Day 5: Enhancing Interactivity with Dashboard Controls

- Introduction to interactive form controls for HR analytics.
- Using checkboxes to toggle chart series on and off.
- Option buttons for switching chart views.
- Buttons and list boxes for managing multiple charts.
- Using combo boxes for dynamic data selection in HR dashboards.



Why Attend This Course: Wins & Losses!

- Master HR Analytics Dashboards: Build professional dashboards tailored to HR needs, such as Employee Performance Dashboards and HR Metrics Dashboards.
- Improve Decision-Making: Gain actionable insights through effective data visualization and analysis of HR metrics.
- Boost Strategic Planning: Leverage strategic human resource models to align workforce management with organizational goals.
- Save Time: Automate repetitive tasks and streamline reporting processes in Microsoft Excel.
- Enhance Professional Skills: Gain expertise in HR data analysis and dashboard modeling to stand out as an HR professional.

Conclusion

This course is designed for HR professionals who want to excel in HR Analytics, enhance their data visualization capabilities, and leverage HR reporting tools for strategic decision-making. Participants will leave with practical knowledge of HR metrics dashboards, advanced Excel techniques, and the ability to present complex HR data clearly and effectively.

Enrolling in this course is a step toward mastering HR data analysis and gaining a competitive edge in modern human resource management. Equip yourself with the tools and skills to make smarter, data-driven decisions and lead your organization toward success.

