BLACKBIRD FOR TRAINING

HR Performance Indicators and Dashboard Development

15 – 26 March 2027
Lisbon (Portugal)



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Introduction

In the evolving landscape of modern business, HR Management plays a pivotal role in achieving organizational goals and enhancing competitive efficiency. One of the most effective tools for strategic HR management is a well-structured HR management system supported by data dashboard development that facilitates decision-making and performance monitoring. This HR management course is designed to equip participants with the skills needed to develop effective HR strategies and build business data dashboards that support execution and continuous evaluation.

Through practical exercises and real-world scenarios, participants will learn how to align HR strategies with organizational goals, utilize HR management services, and leverage data dashboards for strategic decision-making. Whether you are looking to understand what is HR management, explore global HR management, or enhance your knowledge of HR management processes, this course provides the expertise required to excel in HR management positions.

Course Objectives

By the end of this Strategic HR Management and Data Dashboard Development Course, participants will be able to:

- Understand the fundamentals of HR management and link HR strategies with organizational goals.
- Design and implement integrated HR strategies that enhance organizational performance.
- Utilize analysis and measurement tools to evaluate human performance effectively.
- Build and develop interactive data dashboards to monitor Key Performance Indicators KPIs.
- Apply strategic HR management concepts to improve HR operations and decision-making.
- Strengthen capabilities in change management to support sustainable development.
- Leverage Human Resource Information Systems HRIS and digital transformation to support strategic objectives.
- Develop skills in statistical analysis and predictive analytics to understand trends and assess performance.
- Understand HR management policies and their role in effective HR management services.
- Explore global HR management practices and their impact on international business operations.



Course Outlines

Day 1: Introduction to HR Strategy

- Definition and Importance of HR Strategy in achieving strategic planning.
- Understanding what is HR management and its strategic role in business.
- Differences between operational management and strategic HR management.
- Fundamental principles for building an effective HR strategy.
- Challenges of implementing strategies in HR management.
- Real-world HR management projects showcasing strategic alignment.

Day 2: Analyzing the Current HR Situation

- Applying SWOT Analysis in HR Management.
- Using the GAP Matrix to identify organizational gaps.
- Collecting and analyzing workforce data to drive decision-making.
- Defining strategic priorities for HR management.
- Preparing a comprehensive Current Situation Analysis Report.
- Understanding the HR management process and its implications on performance.

Day 3: Setting Strategic Goals and Policies

- Crafting SMART Goals that align with HR and organizational objectives.
- Defining HR management policies that support strategic implementation.
- Aligning HR objectives with organizational goals.
- Developing an integrated strategic plan for HR management.
- Identifying Key Success Indicators for strategy evaluation.
- Understanding why HR management is important for business growth.

Day 4: Role of Technology and Digital Transformation

- Utilizing HR Information Systems HRIS to support HR strategies.
- The impact of digital transformation on HR management processes.
- Process automation and linking it with digital dashboards.
- Applications of Artificial Intelligence AI in HR management services.
- Global case studies showcasing successful digital transformation in HR management.
- Understanding HR management system functionalities for improved efficiency.



Day 5: Designing Key Performance Indicators KPIs

- Understanding the concept of KPIs and their importance in measuring success.
- How to select and define appropriate KPIs for HR management.
- Building KPIs for different job functions and linking them to strategic goals.
- Using KPIs for evaluation and decision-making.
- Practical applications for KPI design and analysis.
- Exploring HR management qualifications that enhance KPI monitoring.

Day 6: Building the Data Dashboard

- Concept of Data Dashboards and their role in monitoring progress.
- Designing the general structure of the data dashboard.
- Selecting the right tools and software such as Excel and Power BI.
- Connecting KPIs with the data dashboard for real-time insights.
- Practical implementation to build an interactive data dashboard.
- Understanding what is a data dashboard and its impact on HR management training.

Day 7: Data Analysis and Indicator Interpretation

- Skills for reading and interpreting data effectively.
- Using statistical analysis in HR Management.
- Identifying behavioral trends and performance analysis.
- Applications of Predictive Analytics to forecast HR outcomes.
- Case studies to analyze real-world performance results.
- Exploring HR management training programs for data analysis proficiency.

Day 8: Strategy Implementation and Monitoring

- Steps for executing the strategic plan efficiently.
- Mechanisms for monitoring and continuous evaluation.
- Addressing deviations and updating plans accordingly.
- Preparing periodic follow-up reports to track progress.
- The role of effective leadership in successful HR strategy implementation.
- Understanding business data dashboard usage for tracking HR metrics.

Day 9: Organizational Change Management

- Concept and importance of Change Management in HR Management.
- Phases of Change Management in HR processes.
- Handling resistance to change effectively.
- The role of effective communication in managing change.
- Building a supportive organizational culture for strategy success.
- Understanding HR management project cycles during change.



Day 10: Final Evaluation and Capstone Projects

- Comprehensive review of the course content.
- Presentation of final projects by participants.
- Project analysis and discussion of outcomes.
- Providing feedback and performance evaluation.
- Certificate distribution and course conclusion.
- Understanding HR management positions and career pathways.

Why Attend This Course: Wins & Losses!

- Master Strategic HR Management: Learn how to develop and execute HR management strategies effectively.
- Enhance Decision-Making: Gain skills in designing interactive data dashboards that drive strategic decisions.
- Accurate Performance Measurement: Learn to use Key Performance Indicators KPIs to monitor and evaluate performance.
- Embrace Digital Transformation: Discover how HR Information Systems HRIS and automation optimize HR operations.
- Lead Change Management: Acquire skills to manage change within your organization, ensuring smooth HR management processes.
- Boost Career Opportunities: Understand HR management qualifications and HR management training that can elevate your career.

Conclusion

The Strategic HR Management and Data Dashboard Development Course provides you with the essential tools and knowledge required to excel in HR Management and data dashboard development. By mastering strategic HR planning, data analysis, and HR management services, you will be equipped to drive organizational performance and decision-making effectively.

Enroll now to become a leader in strategic HR management and an expert in performance analysis and data-driven decision-making.

