Training Course:
Advancing Human Capital Analytics for Operational Excellence

16 - 20 November 2025
Dubai (UAE)
Residence Inn by Marriott Sheikh Zayed Road, Dubai

Training Course:
Advancing Human Capital Analytics for Operational Excellence

Training Course code: HR235515 From: 16 - 20 November 2025 Venue: Dubai (UAE) - Residence Inn by Marriott Sheikh Zayed Road, Dubai Training Course Fees: 4500 Euro

Introduction

Human capital analytics is a powerful tool for aligning workforce strategies with organizational goals. This program aims to equip participants with the knowledge and skills necessary to leverage data-driven insights for optimizing talent management, improving productivity, and driving operational excellence. The course will focus on advanced analytics techniques, predictive modeling, and the practical application of these tools in real-world scenarios.

Objectives

- Understand the strategic importance of human capital analytics in driving operational excellence.

- Develop skills in collecting, analyzing, and interpreting human capital data.

- Learn to apply predictive analytics to workforce planning and decision-making.

- Gain insights into the integration of human capital analytics with overall business strategies.

- Explore best practices and case studies in human capital analytics.

Target Audience

- HR professionals and managers

- Data analysts in HR and operations

- Business leaders interested in leveraging data for workforce optimization

- Organizational development professionals

- Anyone involved in strategic decision-making related to human resources

Outline

Day 1: Introduction to Human Capital Analytics

- Session 1: Overview of Human Capital Analytics

    - Definition, scope, and importance

    - Evolution of human capital analytics

- Key metrics and KPIs in human capital analytics

- Session 2: Data Collection and Management

  - Identifying data sources within the organization

  - Data quality and integrity: best practices

  - Introduction to HR data management systems

- Session 3: Descriptive Analytics for Workforce Insights

  - Basic statistical tools and techniques

  - Visualizing human capital data

  - Case studies: Descriptive analytics in action

Day 2: Predictive Analytics and Workforce Planning

- Session 1: Introduction to Predictive Analytics

  - Fundamentals of predictive modeling

  - Application of predictive analytics in human resources

- Session 2: Predictive Workforce Planning

  - Forecasting workforce needs and talent gaps

  - Scenario planning and simulation models

  - Case study: Predictive analytics in talent acquisition

- Session 3: Advanced Techniques in Predictive Analytics

  - Machine learning and AI in human capital analytics

  - Tools and platforms for predictive modeling

  - Practical workshop: Building a predictive model

Day 3: Linking Human Capital Analytics to Business Outcomes

- Session 1: Strategic Alignment

  - Aligning human capital metrics with business goals

  - Creating a human capital scorecard

- Session 2: Measuring the Impact of HR Initiatives

    - ROI of human capital investments

    - Performance management and employee engagement metrics

    - Case study: Impact analysis of HR interventions

- Session 3: Advanced Visualization and Reporting

    - Effective communication of analytics insights

    - Building dashboards for stakeholders

    - Practical session: Designing a human capital analytics report

Day 4: Integrating Human Capital Analytics with Operational Excellence

- Session 1: Human Capital Analytics and Operational Efficiency

    - Reducing turnover and increasing productivity

    - Enhancing workforce agility through analytics

- Session 2: Risk Management and Compliance

    - Using analytics to identify and mitigate HR risks

    - Ensuring compliance with labor laws and regulations

- Session 3: Change Management and Analytics

    - Driving organizational change with data-driven insights

    - Case study: Analytics in managing organizational transformation

Day 5: Advanced Applications and Future Trends

- Session 1: Predictive Analytics for Leadership Development

    - Identifying high-potential employees

    - Succession planning and leadership pipeline analytics

- Session 2: Emerging Trends in Human Capital Analytics

    - Big data and analytics in HR

    - The role of AI and machine learning in the future of HR

- Session 3: Practical Applications and Final Project

    - Hands-on project: Implementing a human capital analytics strategy

    - Group presentations and feedback

    - Wrap-up and next steps for participants

Registration form on the Training Course:
Advancing Human Capital Analytics for Operational Excellence

Training Course code: HR235515 From: 16 - 20 November 2025 Venue: Dubai (UAE) - Residence Inn by Marriott Sheikh Zayed Road, Dubai Training Course Fees: 4500 Euro

Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

Delegate Information

Full Name (Mr / Ms / Dr / Eng): ....
Position: ....
Telephone / Mobile: ....
Personal E-Mail: ....
Official E-Mail: ....

Company Information

Company Name: ....
Address: ....
City / Country: ....

Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): ....
Position: ....
Telephone / Mobile: ....
Personal E-Mail: ....
Official E-Mail: ....

Payment Method

☐ Please find enclosed a cheque made payable to Global Horizon

☐ Please invoice me

☐ Please invoice my company

Easy Ways To Register

| Telephone: +201095004484 to provisionally reserve your place. | Fax your completed registration form to: +20233379764 | E-mail to us : info@gh4t.com or training@gh4t.com | Complete & return the booking form with cheque to:Global Horizon 3 Oudai street, Aldouki, Giza, Giza Governorate, Egypt. |