

UNDERSTANDING FINANCIAL MANAGEMENT FOR HR PROFESSIONAL

““Bridging the Gap Between People and Numbers for Strategic HR Leadership””

Schedule

Online Training

| Date | Venue | Fees (Online) |
|------------------|--------|-----------------------|
| 23 - 25 Mar 2026 | Online | USD 1000 per delegate |

Face-to-Face Trainings

| Date | Venue | Fees (Face-to-Face) |
|------------------|-----------------|-----------------------|
| 28 - 30 Apr 2026 | Manama, Bahrain | USD 2495 per delegate |
| 25 - 27 Aug 2026 | Riyadh, KSA | USD 2495 per delegate |

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

Today's HR professionals are expected to contribute to financial decision-making and align human capital strategies with overall business goals. Understanding the language of finance, interpreting key financial metrics, and evaluating the cost-effectiveness of HR initiatives is critical to building credibility and influence within leadership teams.

This practical three-day course is designed to help HR professionals gain a solid grounding in financial management concepts. It focuses on the tools and techniques HR leaders need to understand budgets, analyze financial statements, make informed decisions, and demonstrate the value of HR programs in financial terms.

Objectives

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

- Interpret financial statements and understand core financial principles
- Evaluate HR programs through ROI, cost-benefit, and breakeven analysis
- Understand budgeting processes and link them with workforce planning
- Communicate HR metrics in financial terms to senior leadership
- Align HR strategies with organizational financial goals

Why Attend

- Build financial acumen to support strategic HR decision-making
- Increase confidence in budgeting, forecasting, and resource allocation
- Improve communication with finance and executive stakeholders
- Understand how financial data affects workforce and talent planning
- Demonstrate HR's contribution to organizational performance using financial metrics

Target Audience

This program is designed for:

- HR managers, HR business partners, and generalists
- Learning and development and talent acquisition professionals
- Workforce planners and compensation & benefits analysts
- HR leaders seeking to strengthen their strategic role in business
- Professionals transitioning into HR leadership roles

Individual Benefits

Key competencies that will be developed include:

- Financial statement literacy and cost interpretation
- Budgeting and financial forecasting for HR functions
- Strategic financial thinking in HR planning
- ROI analysis and metrics for people programs
- Business case preparation and executive presentation skills

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Stronger alignment between HR initiatives and business performance
- Enhanced financial accountability and resource optimization in HR
- Better communication and collaboration between HR and finance departments
- Improved ability to justify HR investments with data-driven metrics
- More effective workforce planning supported by financial analysis

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings - Core finance principles and HR financial decision-making
- Case Studies - Real-world examples of HR financial alignment and budgeting
- Workshops - Budget planning, ROI modeling, and financial storytelling
- Peer Exchange - Sharing best practices across HR and finance
- Tools - Templates for HR budgeting, cost analysis, and financial dashboards

Course Outline

Detailed 3-Day Course Outline | Delivery Format: In-Person or Online (Live) | Platform: Zoom, WebEx or Microsoft Teams

Training Hours: 07:30 AM – 3:30 PM **Daily Format:** 3-4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Break (in-person): 01:00 – 02:00

Day 1: Finance Fundamentals for HR

- Module 1: Introduction to Financial Management (07:30 – 09:30) • Understanding basic finance terms and concepts • Role of HR in financial planning and cost control • Overview of financial reporting and decision-making
- Module 2: Interpreting Financial Statements (09:45 – 11:15) • Income statement, balance sheet, and cash flow statement • How HR activities impact financial reports • Financial ratios and performance indicators
- Module 3: Workshop – Reading and Analyzing Financial Data (11:30 – 01:00) • Hands-on exercise using sample financial reports
- Module 4: HR Cost Structures and Value Drivers (02:00 – 03:30) • Direct and indirect HR costs • Labor cost analysis and workforce efficiency

Day 2: Budgeting, Forecasting, and Decision Support

- Module 1: HR Budgeting Essentials (07:30 – 09:30) • Operating vs. capital budgets • Workforce planning, headcount forecasting • Aligning budgets with business strategy
- Module 2: Cost-Benefit and Break-Even Analysis (09:45 – 11:15) • Calculating breakeven points for HR programs • Evaluating benefits programs and training investments • Understanding fixed, variable, and marginal costs
- Module 3: Forecasting and Scenario Planning (11:30 – 01:00) • Building assumptions for HR forecasts • Managing uncertainty with scenario analysis
- Module 4: Workshop – HR Budget Planning Exercise (02:00 – 03:30) • Develop a department-level HR budget with justifications

Day 3: ROI, Business Cases, and Executive Communication

- Module 1: ROI of HR Programs (07:30 – 09:30) • Calculating ROI, NPV, and payback period • Examples: recruitment, training, and retention initiatives • Communicating outcomes with financial metrics
- Module 2: Building the HR Business Case (09:45 – 11:15) • Structure and components of a compelling business case • Linking HR solutions to organizational goals • Cost justification and stakeholder alignment
- Module 3: Financial Storytelling and Presentation (11:30 – 01:00) • Using data visualization for HR finance communication • Dashboard examples and executive-level reporting
- Module 4: Certification and Wrap-Up (02:00 – 03:30) • Summary of key learnings • Action planning and participant feedback • Certificate distribution

Certification

Participants will receive a Certificate of Completion in Understanding Financial Management for HR Professional, validating their competence in applying financial principles to HR planning, budgeting, and strategic decision-making.

Why Choose MAWA Events

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Interested in running this course for your team?

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