

INNOVATIVE LOGIC OF HUMAN RESOURCES VALUATION - BEFORE & AFTER RECRUITMENT

“Measuring Human Capital Value Across the Employee Lifecycle for Strategic Talent Investment”

Schedule

Date	Venue	Fees (Face-to-Face)
04 - 05 Mar 2026	Manama, Bahrain	USD 1995 per delegate

Introduction

Human resources are one of the most valuable assets in any organization, yet traditional recruitment and performance systems often overlook their measurable value. Modern HR valuation focuses on assessing people-related investments through data-driven, strategic frameworks—both before and after recruitment.

This 2-day training introduces participants to innovative methods of valuing human resources by linking recruitment outcomes, talent fit, retention, productivity, and ROI on people-related decisions. It supports organizations in moving from intuition-based hiring to evidence-based workforce strategy.

Objectives

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

- Understand key principles and models of human capital valuation
- Assess candidates' potential contribution before recruitment using structured methods
- Evaluate employee value post-hire through performance, retention, and ROI metrics
- Use data to support hiring, development, and workforce planning decisions
- Align HR valuation methods with organizational strategy and investment goals

Why Attend

- Gain a new perspective on measuring the value of people in financial and strategic terms
- Move beyond gut-feel hiring toward objective candidate assessment
- Learn how to align recruitment quality with post-hire performance outcomes
- Improve HR planning through metrics that link talent to business value
- Introduce measurable logic into HR budgeting, development, and retention decisions

Target Audience

This program is designed for:

- HR strategists, business partners, and analysts
- Recruitment and talent acquisition professionals
- Learning and development specialists
- Workforce planning and performance teams
- Senior HR managers looking to modernize HR measurement

Individual Benefits

Key competencies that will be developed include:

- Pre-hire assessment and value prediction
- Post-hire value tracking and ROI calculation
- HR data interpretation and decision modeling
- Integration of HR valuation into organizational dashboards
- Communication of HR value to finance and leadership

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved talent investment strategies and reduced hiring risk
- Stronger linkages between HR outcomes and business goals
- Enhanced ability to justify HR initiatives using data
- Strategic workforce planning supported by valuation metrics
- Increased accountability for HR performance and talent ROI

Instructional Methodology

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

- Strategy Briefings - Human capital valuation models and lifecycle alignment
- Case Studies - Pre- and post-hire evaluation metrics from industry leaders
- Workshops - Building HR valuation dashboards and decision tools
- Peer Exchange - Real-world examples of HR ROI communication
- Tools - Valuation templates, predictive scorecards, and benchmarking checklists

Course Outline

Training Hours: 07:30 AM - 03:30 PM Daily Format: 3-4 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Break: 01:00 - 02:00

Day 1: Valuing Human Capital Before Recruitment

- Module 1: Foundations of HR Valuation (07:30 - 09:30) • Strategic role of HR valuation in modern organizations • Overview of valuation frameworks and financial alignment
- Module 2: Predicting Value Before Hiring (09:45 - 11:15) • Workforce segmentation and candidate scoring models • Talent value forecasting and job-fit analytics
- Module 3: Workshop - Building a Candidate Value Scorecard (11:30 - 01:00) • Develop a tool to evaluate candidate ROI pre-hire

Day 2: Valuing Human Capital After Recruitment

- Module 4: Post-Hire Performance and Retention Metrics (07:30 - 09:30) • Linking performance, tenure, and growth to employee value • Turnover cost modeling and productivity tracking
- Module 5: Measuring Talent ROI and Strategic Impact (09:45 - 11:15) • Cost-benefit analysis of HR programs • Presenting HR valuation to finance and executives
- Module 6: Workshop - HR Valuation Dashboard Development (11:30 - 01:00) • Build a simple HR valuation report using sample data

Certification

Participants will receive a Certificate of Completion in Innovative Logic of Human Resources Valuation, confirming their ability to assess and optimize the strategic and financial value of talent across the employee lifecycle.

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