

FINANCE AND BUSINESS INTELLIGENCE FOR HR PROFESSIONALS

““Leveraging Financial and Business Intelligence Tools to Drive HR Decision-Making””

Schedule

Date	Venue	Fees (Face-to-Face)
29 - 30 Apr 2026	Dubai, UAE	USD 1995 per delegate

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

Introduction

In today's competitive business environment, HR professionals must not only focus on human capital management but also have a sound understanding of financial concepts and business intelligence (BI) tools to make data-driven decisions. This 2-day course is designed specifically for HR professionals to bridge the gap between HR functions and financial performance, equipping participants with essential skills in finance and BI tools for better decision-making.

The course will cover key financial concepts relevant to HR, such as budgeting, forecasting, and financial reporting, along with the use of BI tools to analyze HR data for improving workforce strategies and business performance. By the end of the training, HR professionals will be able to leverage financial and BI insights to align HR objectives with organizational goals.

Objectives

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

- Understand the key financial principles and how they relate to HR functions.
- Use business intelligence tools to gather, analyze, and interpret HR data for strategic decision-making.
- Develop and manage HR budgets, forecasts, and financial reports.
- Analyze workforce costs and performance to improve HR strategies.
- Align HR goals with overall business objectives using financial and BI insights.

Why Attend

- Gain an understanding of the financial concepts that impact HR decision-making and strategy.
- Learn how to use business intelligence tools to enhance HR data analysis and reporting.
- Improve your ability to align HR functions with business objectives through data-driven insights.
- Enhance your HR department's ability to contribute to the financial health and performance of the organization.
- Develop practical skills in managing HR budgets, costs, and workforce analytics.

Target Audience

This program is designed for:

- HR managers and professionals
- HR business partners
- Workforce planners and analysts
- Talent management professionals
- HR directors looking to leverage finance and BI tools for strategic decision-making

Individual Benefits

Key competencies that will be developed include:

- A solid understanding of financial principles and their impact on HR functions.
- Proficiency in using business intelligence tools to analyze HR data and support decision-making.
- Ability to develop and manage HR budgets and forecasts.
- Enhanced skills in aligning HR strategies with business goals using financial insights.
- Increased confidence in presenting financial and business intelligence data to senior management.

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved decision-making capabilities within HR through a better understanding of finance and BI tools.
- Enhanced ability to use data analytics to align HR practices with organizational goals.
- More accurate and effective HR budgets, forecasts, and reports.
- Stronger contribution of the HR function to the financial performance of the organization.
- Greater integration of HR with other departments through data-driven insights.

Instructional Methodology

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

- Strategy Briefings - In-depth discussions on key financial concepts and business intelligence tools relevant to HR.
- Case Studies - Real-world examples of HR professionals using financial and BI tools for decision-making.
- Workshops - Hands-on exercises focused on using BI tools to analyze HR data and develop financial reports.
- Peer Exchange - Group discussions on best practices and challenges in integrating finance and BI into HR functions.
- Tools - Introduction to the latest business intelligence tools for HR professionals.

Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 3-4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Introduction to Finance and Business Intelligence for HR

- Module 1: Understanding the Basics of Finance for HR Professionals (07:30 – 09:30)
 - Key financial concepts for HR: budgeting, forecasting, and financial reporting
 - Understanding financial statements and their relevance to HR operations
 - Cost structures and workforce budgeting
- Module 2: Introduction to Business Intelligence Tools for HR (09:45 – 11:15)
 - Overview of BI tools and their applications in HR management
 - Collecting, analyzing, and visualizing HR data for better decision-making
 - Key HR metrics to track and analyze (e.g., turnover rates, cost-per-hire)
- Module 3: Budgeting and Forecasting for HR (11:30 – 01:00)
 - Developing HR budgets and forecasting future workforce costs
 - Financial implications of workforce planning and talent acquisition strategies
 - Integrating HR budgets into overall company financial planning

Day 2: Applying Finance and BI for Strategic HR Decision-Making

- Module 1: Data Analysis for HR Professionals Using BI Tools (07:30 – 09:30)
 - Hands-on techniques for analyzing HR data using BI software
 - Analyzing trends and identifying key factors that influence HR decisions
 - Building HR dashboards to visualize key workforce metrics
- Module 2: Aligning HR Strategies with Business Financial Goals (09:45 – 11:15)
 - Using financial and BI insights to align HR strategies with business objectives
 - Evaluating the impact of HR initiatives on overall business performance
 - How to present financial and HR data to senior management effectively
- Module 3: Measuring the ROI of HR Initiatives Using BI (11:30 – 01:00)
 - Calculating the return on investment (ROI) for HR programs (e.g., training, recruitment)
 - Using BI tools to measure HR performance and its contribution to business success
 - Best practices for reporting HR performance to the executive team

Certification

Upon completing the training course, participants will receive a Certificate of Completion in Finance and Business Intelligence for HR Professionals, validating their ability to apply financial and BI tools to HR decision-making and strategy.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

In-House / Customized Training

Interested in running this course for your team?

Please contact us:

TEL:

+601116373203

EMAIL:

info@mawaevents.net

MAWA EVENTS

Address: No. 857, Block A2, Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

Phone: +601116373203 | **Email:** info@mawaevents.net



© Material published by MAWA Events shown here is copyrighted. All rights reserved. Any unauthorized copying, distribution, use, dissemination, downloading, storing (in any medium), transmission, reproduction or reliance in whole or any part of this course outline is prohibited and will constitute an infringement of copyright.