

## FINANCE AND BUSINESS INTELLIGENCE FOR HR PROFESSIONALS

*"Strengthening HR Decision-Making Through Financial Acumen and Data Intelligence"*

### Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

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

### Introduction

In today's data-driven organizations, HR professionals are expected to think and act like business partners — contributing not only to people management but also to financial and strategic outcomes. The **Finance and Business Intelligence for HR Professionals** course is designed to help HR leaders develop financial literacy and analytical skills necessary to make data-informed decisions. This program bridges the gap between HR and finance by teaching how to interpret financial data, build HR budgets, assess ROI on HR initiatives, and use business intelligence tools to align workforce strategies with organizational goals.

Participants will gain practical insights into analyzing business performance, linking HR metrics with financial results, and presenting data in a way that supports executive decision-making.

### Objectives

- Understand fundamental financial concepts and their relevance to HR decisions.
- Interpret financial statements such as balance sheets, income statements, and cash flow reports.
- Learn budgeting, forecasting, and cost control techniques for HR functions.
- Measure HR's financial impact using ROI, cost-benefit analysis, and productivity metrics.
- Use business intelligence tools and dashboards for HR analytics and reporting.
- Strengthen strategic alignment between HR initiatives and overall business performance.

## Why Attend

This course empowers HR professionals to speak the language of business — transforming HR from a cost center into a strategic partner that drives profitability and organizational success.

## Target Audience

- HR Managers and Executives
- HR Business Partners
- Learning and Development Professionals
- Compensation & Benefits Specialists
- Talent Management and Strategic Planning Professionals
- Senior Administrators and Decision-Makers

## Individual Benefits

- Develop strong financial and analytical thinking skills.
- Gain confidence in interpreting financial data and making budgetary decisions.
- Learn how to calculate ROI for HR projects and justify HR investments.
- Improve your ability to present HR data using business intelligence insights.

## Organizational Benefits

- Stronger collaboration between HR and finance teams.
- Improved cost control and HR budgeting accuracy.
- Better understanding of workforce investments and returns.
- Enhanced organizational performance through data-driven HR strategies.

## Instructional Methodology

- Interactive lectures and discussions
- Case studies on HR and finance integration
- Hands-on exercises with budgeting and financial analysis
- Business intelligence dashboard demonstrations
- Group activities and practical applications

## Course Outline

### Module 1: Understanding the Financial Foundations for HR

- Overview of key financial principles for HR professionals
- Understanding business models and revenue streams
- Role of HR in financial performance

### Module 2: Financial Statements and Analysis

- Reading and interpreting balance sheets, income statements, and cash flow reports
- Identifying key financial ratios and their relevance to HR
- Linking HR data (headcount, turnover, productivity) to financial outcomes

### Module 3: Budgeting and Cost Management in HR

- Building HR budgets and forecasts
- Costing HR programs (recruitment, training, compensation)
- Managing HR expenses and optimizing financial resources

### Module 4: ROI and Financial Metrics in HR

- Calculating Return on Investment (ROI) for HR initiatives
- Cost-benefit analysis for learning, performance, and engagement programs
- Linking HR KPIs to financial results

### Module 5: Business Intelligence for HR Decision-Making

- Introduction to business intelligence (BI) concepts
- HR analytics, dashboards, and data visualization
- Using BI tools (Excel Power BI, Tableau, or other platforms) for HR reporting

### Module 6: Strategic HR and Financial Alignment

- Aligning HR strategy with organizational financial goals
- Workforce planning and business forecasting
- Making evidence-based recommendations to senior management

### Module 7: Case Studies and Practical Applications

- Real-world examples of data-driven HR decision-making
- HR financial problem-solving scenarios
- Group project: Presenting HR data with financial impact

## Certification

Upon successful completion of the course, participants will be awarded a Certificate in Finance and Business Intelligence for HR Professionals, recognizing their ability to apply financial understanding and analytical tools to enhance HR's strategic contribution and organizational value.

## 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?

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