

## HR ANALYTICS & WORKFORCE PLANNING - MASTERCLASS

*"Leveraging Data-Driven Insights to Optimize Talent and Workforce Strategies"*

### Schedule

Date	Venue	Fees (Face-to-Face)
24 - 26 November 2026	Doha, Qatar	USD 2,495 per delegate

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

### Introduction

In today's fast-paced business environment, HR professionals need to move beyond traditional personnel management and leverage data to make informed decisions. HR Analytics provides the tools and insights to optimize workforce performance, improve retention, and enhance organizational outcomes.

This intensive 3-day masterclass equips participants with advanced HR analytics and workforce planning techniques. Participants will learn how to collect, analyze, and interpret HR data to support strategic decision-making, optimize workforce allocation, and drive business results.

### Objectives

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

- Understand the role and importance of HR analytics in modern organizations
- Develop key HR metrics and dashboards for performance monitoring
- Conduct predictive workforce planning and talent forecasting
- Analyze employee data to identify trends, gaps, and opportunities
- Integrate analytics into HR strategy, decision-making, and business planning
- Communicate data-driven insights effectively to stakeholders

## Why Attend

- Gain advanced skills in HR data analysis and interpretation
- Improve strategic workforce planning and resource allocation
- Enhance HR decision-making using actionable insights
- Optimize talent management, retention, and productivity
- Strengthen professional credibility in data-driven HR practices

## Target Audience

This program is designed for:

- HR managers and business partners
- Workforce planning and talent management professionals
- HR analysts and HRIS specialists
- Learning & development professionals
- Compensation and benefits managers
- Executives seeking data-driven workforce strategies

## Individual Benefits

Key competencies that will be developed include:

- Ability to analyze HR data and generate meaningful insights
- Skills in developing HR dashboards and KPI reports
- Expertise in predictive modeling for workforce planning
- Enhanced capability to support strategic HR decisions
- Improved ability to communicate analytics to leadership
- Confidence in implementing data-driven HR practices

## Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved workforce planning and optimization
- Enhanced talent management and retention strategies
- Data-driven decision-making culture in HR
- Stronger alignment between HR strategy and business goals
- Increased organizational efficiency and productivity
- Better return on investment in human capital initiatives

## Instructional Methodology

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

- Strategy Briefings – Overview of HR analytics frameworks and workforce planning models
- Case Studies – Real-world examples of HR data application and strategic insights
- Workshops – Hands-on exercises to create HR dashboards, metrics, and forecasts
- Peer Exchange – Group discussions on HR challenges, data interpretation, and decision-making
- Tools – Templates for HR metrics, dashboards, workforce models, and reporting

## Course Outline

### Detailed 3-Day Course Outline

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

#### Day 1: Introduction to HR Analytics and Data Fundamentals

##### Module 1: Overview of HR Analytics (07:30 – 09:30)

- Definition, scope, and benefits of HR analytics
- Key HR metrics and data sources
- Role of HR analytics in strategic decision-making

##### Module 2: Data Management & Quality (09:45 – 11:15)

- Data collection, cleaning, and validation
- HRIS systems and reporting capabilities

##### Module 3: Descriptive Analytics (11:30 – 01:00)

- Analyzing historical HR data to identify trends
- Employee lifecycle analysis

##### Module 4: Workshop & Discussion (02:00 – 03:30)

- Hands-on practice with HR datasets and metrics

#### Day 2: Predictive Analytics and Workforce Planning

##### Module 1: Predictive Modeling in HR (07:30 – 09:30)

- Forecasting attrition, talent needs, and workforce trends
- Using statistical tools for predictive insights

##### Module 2: Strategic Workforce Planning (09:45 – 11:15)

- Aligning workforce supply and demand with organizational goals
- Scenario planning and resource optimization

##### Module 3: Advanced Analytics Tools (11:30 – 01:00)

- HR dashboards, visualization techniques, and KPI reporting

##### Module 4: Case Study Workshop (02:00 – 03:30)

- Applying predictive analytics to real HR scenarios

#### Day 3: Implementation, Communication, and Decision-Making

##### Module 1: Actionable HR Insights (07:30 – 09:30)

- Translating data into HR strategies
- Identifying gaps and opportunities

##### Module 2: Communicating Analytics to Stakeholders (09:45 – 11:15)

- Data storytelling and visualization for leadership
- Making data-driven HR recommendations

##### Module 3: HR Analytics in Practice (11:30 – 01:00)

- Integrating analytics into HR processes and policies

##### Module 4: Workshop & Final Review (02:00 – 03:30)

- Hands-on exercise: workforce planning and HR dashboard development
- Key takeaways and action plan

## Certification

Participants will receive a Certificate of Completion in HR Analytics & Workforce Planning – Masterclass, validating their expertise in HR data analysis, predictive workforce planning, and strategic HR decision-making.

## 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:

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