



HR Metrics & Dashboards

Course Overview

Metrics are the language of organizational management. If you do not speak the same language as your audience, you cannot influence. Metrics have become a requirement for any human resources department to show its value to the organization, but in order for metrics to be effective they need to be the right metrics and aligned with business objectives. The goals of this course are to demystify metrics, to show you their benefits and what differentiates a good metric from a great one. We will then discuss how to develop a core set of strategic and operational metrics. Finally, we will discuss how to display this data for executive decision-making.

The program consists of two learning modules:

1. HR Metrics
2. Developing Dashboards

These two lessons provide a toolkit and process for developing and delivering metrics that influence strategic and operational decision-making. In these modules you will learn:

- What a good metric is and how to develop metrics that fit your organizational culture and values.
- How the “traditional” HR metrics don’t help much.
- How to use metrics to answer questions and identify trends.
- How to display your measurements so that they can affect executive decision-making.

HRCI Strategic Recertification Credits

Participants will earn **2.5 Strategic-Business** HRCI Recertification credits. At the conclusion of the two lessons participants will complete a learning check.

Other Information

The program will be delivered through Transformation Solutions LMS portal hosted by Taleo/Learn.com for which each participant will have their own log-in. Microsoft Internet Explorer 8, Firefox 3.56, or Chrome 4 are necessary to view the courses. Upon receipt of payment, Transformation Solutions will issue the user log-in and site access information. Participants will have access to the portal for **1 MONTH** from the time of payment in which to complete the program.