

About the Company

Intelligence Management is a multidisciplinary consulting company based in Canada and Australia with broader clientele in Middle East and Africa. The company specialises in technology solutions, organisational development, employee engagement & learning & development. Its consultants also conduct workshops on soft and technical skills



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Intelligence Management

The company was initially formed for Business Intelligence solutions (hence the name "Intelligence"!) but later diversified into other domains.

CORPORATE

TRAINING: **HR Analytics**

HR Analytics: *Online Workshop*

About the course

It has been long since HR is struggling to prove its real worth, something which could be quantified. While functions like Finance, Marketing & Sales seem to hit the bottom line, to get the “seat at the table”, HR needs to speak the language of the business and find the nexus between its contribution and the bottom line.

Though a credible survey suggests that around 47% of HR professionals indicate they never measure HR’s impact on the rest of the organisation, they hardly work on filling this gap. To really improve performance of HR programs, the HR needs to measure the impact of their programs on the success of your organization.

“HR Analytics” is an online workshop aims to familiarise HR professionals with the scope of people related data analysis to assist them in people related decision making and nudging their confidence so that they could focus their attention (and investment) to areas reaping best return. This course aims to equip HR professionals with tools and techniques which could enable them to express their activities in numbers.

Course content

- Introduction to HR Analytics
- Descriptive & Predictive Analytics in HR
- Analytical tools & techniques for HR professionals
- Basic statistics for HR
- Hands-on practice on predicting and interpreting trends in people related data
- Useful HR metrics & KPIs
- Measuring HR’s contribution
- Introduction to *Big Data* and its utility in HR

About the Trainer

Wajahat Mahmood, MBA, SPHR, SHRM-SCP

Your course facilitator will be Wajahat Mahmood. He has been in the realm of HR Management since 2001 and has served most of his professional life in Saudi Arabia.

He specialises in Organisational Development, HR Analytics, Performance Management & Employee Engagement. He has served various industries including Pharmaceuticals, Oil & Gas, IT, Construction, Agriculture and Food.

Wajahat has developed curriculum, facilitated trainings, curated focused groups and managed leadership and team building events. He has delivered several in-house and public courses, and specialises in Middle Eastern market. He has known to be an experienced trainer in Saudi Arabia on HR Analytics, which had been attended by participants from various prominent companies

He has done MBA in HR Management with US based certifications SPHR and SHRM-SCP. He is a certified Trainer of Trainers. Wajahat currently resides in Sydney and is associated with Australian office of Intelligence Management

Who should attend?

- 1 HR Decision Makers
- 2 HR Analysts & Reporting Professionals
- 3 Fresh HR generalists, HR Officers, Coordinators
- 4 Recruiters, L&D Professionals