Balanced Scorecards for HR Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The Balanced Scorecard for HR is a strategic performance management framework that aligns human capital strategy, talent analytics, and organizational performance with corporate objectives. In today's data-driven and digitally transformed workplaces, HR leaders must move beyond administrative functions and adopt HR metrics dashboards, workforce analytics, and strategy execution models to demonstrate measurable business impact. The HR Balanced Scorecard integrates financial performance, employee engagement, internal process optimization, and learning & development KPIs to ensure sustainable growth and competitive advantage.

Balanced Scorecards for HR Training Course equips HR professionals with the tools to design, implement, and optimize HR scorecards, leveraging AI-powered HR analytics, predictive workforce planning, digital HR transformation, KPI mapping, and performance governance frameworks. Participants will gain practical insights through real-world case studies, interactive workshops, and strategic simulations to drive ROI-focused HR strategy, strengthen organizational agility, and build a high-performance culture aligned with enterprise objectives.

Programme Curriculum

Balanced Scorecards for HR Training Course

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Course Duration

5 days

Course Objectives

1. Align HR Strategy with Corporate Strategy Execution
2. Develop AI-Driven HR Analytics Dashboards
3. Design Outcome-Based HR KPIs & OKRs
4. Implement Predictive Workforce Planning Models
5. Measure Employee Experience & Engagement Index
6. Integrate ESG & DEI Metrics into HR Scorecards
7. Optimize Talent Acquisition ROI Metrics
8. Enhance Performance Management Systems
9. Build Digital HR Transformation Roadmaps
10. Apply Data-Driven Decision-Making in HR
11. Strengthen Learning & Development Impact Measurement
12. Improve Succession Planning & Leadership Bench Strength
13. Create Agile HR Governance Frameworks

Target Audience

1. HR Directors & CHROs
2. HR Business Partners
3. Talent Management Leaders
4. Learning & Development Managers
5. Compensation & Benefits Specialists
6. Organizational Development Consultants
7. Workforce Analytics Professionals
8. Business Strategy & Transformation Leaders

Training Modules

Module 1: Foundations of Balanced Scorecard in HR

- Evolution of Balanced Scorecard Framework
- Translating Vision into HR Strategic Themes
- Linking HR Deliverables to Business Outcomes
- Strategy Maps & KPI Architecture
- Governance & Accountability Structures
- **Case Study:** Transforming HR into a strategic partner at a global manufacturing organization using HR scorecards.

Module 2: HR Strategy Mapping & KPI Design

- Designing SMART & Agile HR KPIs
- Financial, Customer, Process & Learning Perspectives
- KPI Prioritization Matrix
- OKRs vs KPIs in HR
- Strategy-to-Execution Alignment
- **Case Study:** KPI redesign for a technology firm improving talent retention by 18%.

Module 3: HR Analytics & Data-Driven Performance

- HR Data Maturity Models
- Predictive & Prescriptive Workforce Analytics
- AI in HR Reporting
- Building Real-Time Dashboards
- Data Visualization Best Practices
- **Case Study:** AI-powered attrition prediction model in a fintech company.

Module 4: Talent Acquisition & Workforce Planning Metrics

- Recruitment Funnel Analytics
- Cost-per-Hire & Quality-of-Hire Index
- Strategic Workforce Planning Framework
- Employer Branding ROI
- Skills Gap Analysis
- **Case Study:** Workforce optimization strategy reducing hiring cost by 22%.

Module 5: Employee Engagement & Experience Metrics

- Employee Net Promoter Score
- Engagement Heatmaps
- Hybrid Workforce Performance Tracking
- Wellbeing & Productivity Metrics
- Culture Analytics
- **Case Study:** Engagement score improvement through data-driven HR interventions.

Module 6: Performance Management & Rewards Integration

- Performance Scorecard Alignment
- Incentive & Compensation Metrics
- Pay-for-Performance Models
- Continuous Feedback Systems
- Leadership Performance Index
- **Case Study:** Revamping performance systems in a retail enterprise boosting productivity.

Module 7: Learning & Development ROI Measurement

- Learning Impact Evaluation
- Skills-Based Talent Architecture
- Digital Learning Analytics
- Leadership Development Scorecards
- Succession Planning Metrics

- **Case Study:** Measuring ROI of leadership development in a multinational corporation.

Module 8: Implementation, Change Management & Governance

- HR Scorecard Implementation Roadmap
- Change Leadership & Stakeholder Buy-In
- Risk & Compliance Metrics
- Continuous Improvement Framework
- Digital HR Governance
- **Case Study:** Enterprise-wide HR transformation using Balanced Scorecard methodology.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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