

# HR Metric: Impacting Business Results

High-performing organizations understand that “what can be measured can be managed, and what is managed can be leveraged.” As an HR Business Partner, you must properly identify, measure, and leverage critical HR initiatives that drive organizational success. In this one-day program, you will learn to identify and interpret the right data to make informed decisions, effectively interpret the key measures of organizational success, and professionally communicate the link between HR initiatives and desired business results.

## Learning Objectives:

- Determine alignment of HR initiatives with strategic goals of the business.
- Identify key metrics and translate data into meaningful insights.
- Communicate recommendations to senior leaders with confidence.

## Prerequisite:

- Prior completion of *HR as Strategic Business Partner* is recommended.



**CEUs:**  
0.7 (6.5 hours)

**HRCI Credits:**  
6.5 Business

**SHRM:**  
6.5 PDCs

## Learning Options:

- Classroom training
- At your location

## Who Should Attend:

- Experienced HR professionals (5+ years) developing toward a strategic HR business partner role
- Current HR business partners who seek to more effectively drive business results.

## Learn. Grow. Succeed.

Delivery options include learning at MRA, at your location, or online.  
Contact MRA to explore how this program may be customized to your unique individual and team training needs.



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Where HR Means Business.

# Course Outline

- **Discuss the evolution of HR metrics and how they relate to the HRBP role**
- **Identify what to measure in terms of your HR and business goals**
  - ◆ What matters gets measured, and what gets measured gets attention
- **Explore what makes a good metric and how to measure**
  - ◆ Measuring the value of HR
  - ◆ Considerations for gathering data
- **Analyze what your data means**
  - ◆ Draw insights from the data that are relevant to your objectives
- **Communicate your recommendations to stakeholders so that they can understand**
- **Set an action plan for implementing metrics at your organization**

“ The learning experience was very welcoming, engaging and helpful, with enough time to ask questions about real life situations we’re currently facing. ”



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