



# إتقان عائد الاستثمار بالموارد البشرية: إثبات، قياس، تأثير



**AGILE LEADERS**  
Training Center

05 - 09 Jan 2027  
برشلونة



## إنتقان عائد الاستثمار بالموارد البشرية: إثبات، قياس، تأثير

الرجوع: 36385\_28570 التاريخ: 05 - 09 Jan 2027 الموقع: برشلونة الرسوم: Euro 5700

### Course Overview

This course is a complete training course designed to help HR professionals quantify and communicate the impact of their initiatives. Focusing on ROI methodology, it covers HR cost analysis, accountability metrics, and strategic planning to align HR initiatives with organizational goals.

Participants will learn to evaluate employee satisfaction, measure intangible benefits, and use practical methods to isolate HR impact and convert outcomes into monetary value. By examining case studies and proven frameworks, attendees will gain the skills to demonstrate HR's value and drive business success.

### Target Audience

- HR Managers and Directors
- Talent Development Professionals
- Organizational Development Consultants
- HR Business Partners
- Senior Executives overseeing HR functions

### Targeted Organizational Departments

- Human Resources
- Talent Management
- Learning and Development
- Organizational Strategy and Planning
- Finance and Budgeting

### Targeted Industries

- Healthcare
- Technology
- Manufacturing
- Retail
- Nonprofits

## Course Offerings

By the end of this course, participants will:

- Calculate HR ROI using proven frameworks
- Measure HR impact with data-driven strategies
- Evaluate HR program outcomes and isolate their effects
- Convert intangible HR benefits into monetary terms
- Develop strategic HR plans that align with organizational goals
- Optimize HR processes for better performance and outcomes

## Training Methodology

-This course includes interactive lectures, group discussions, and hands-on activities. Participants will analyze real world case studies, complete data-driven exercises, and collaborate on scenarios focused on return on investment ROI. By the end of the program, attendees will have actionable insights and practical methods that they can apply immediately in their roles.

## Course Toolbox

- Course ebook
- ROI Calculation Templates
- Data Collection Checklists
- Case Study Analyses
- Sample Evaluation Plans
- Guides for Cost-Benefit Analysis
- Online Resource Access for Continued Learning

## Course Agenda

### Day 1: Foundations of ROI in HR

- Understanding the Accountability Crisis in HR Topic 1:
- Introduction to ROI Methodology Topic 2:
- Major Influences on HR Accountability Topic 3:
- The Payoff of ROI for HR Programs Topic 4:
- Building a Results-Based Approach in HR Topic 5:
- Aligning HR with Organizational Goals Topic 6:
- Key Takeaways from Accountability and ROI Foundations Reflection & Review:

## Day 2: Data Collection and Analysis for ROI

- Types and Levels of Data in ROI Analysis Topic 1: •
- Developing Effective Data Collection Plans Topic 2: •
- Questionnaires, Surveys, and Focus Groups for HR Data Topic 3: •
- Isolating the Effects of HR Programs on Business Impact Topic 4: •
- Understanding and Handling Data Tabulation Issues Topic 5: •
- Analyzing Business Performance Data for ROI Metrics Topic 6: •
- Evaluating Data Collection Strategies and Effectiveness Reflection & Review: •

## Day 3: Cost Analysis and Intangible Benefits

- HR Program Cost Categories and Cost Monitoring Topic 1: •
- Calculating Fully Loaded Costs for ROI Analysis Topic 2: •
- Measuring Intangible Benefits in HR Programs Topic 3: •
- Converting Data to Monetary Benefits Topic 4: •
- Understanding Cautions and Misuse of ROI Metrics Topic 5: •
- Linking HR Program Costs to Organizational Impact Topic 6: •
- Calculating ROI While Integrating Tangible and Intangible Benefits Reflection & Review: •

## Day 4: Communicating ROI and Strategic Impact

- Principles of Communicating ROI Results Topic 1: •
- Selecting the Right Audience for HR Impact Communication Topic 2: •
- Using Evaluation Data to Drive Organizational Improvements Topic 3: •
- Developing Impact Studies for ROI Presentation Topic 4: •
- Effective Use of ROI Data in Decision-Making Topic 5: •
- Addressing Resistance to ROI Implementation Topic 6: •
- Reviewing Communication Techniques for ROI Success Reflection & Review: •

## Day 5: Practical Application and Case Studies

- Implementing ROI Strategies in HR Programs Topic 1: •
- Analyzing Real-World ROI Case Studies Topic 2: •
- Creating Comprehensive ROI Action Plans Topic 3: •
- Forecasting ROI for Future HR Initiatives Topic 4: •
- Overcoming Challenges in ROI Implementation Topic 5: •
- Final Presentations of ROI Applications and Feedback Topic 6: •
- Integrating Course Learnings into HR Practices Reflection & Review: •

What specific qualifications or prerequisites are needed for participants before enrolling in the course? •

No prerequisites are required, but familiarity with HR operations and basic financial concepts is recommended.

How long is each day's session, and is there a total number of hours required for the entire course? •

Each session is approximately 6 hours, with breaks included, for a total of 30 hours over five days.

How does this course help convert intangible HR outcomes into measurable ROI? •

The course provides frameworks and methods to assess and assign monetary value to intangible benefits like employee engagement, organizational commitment, and leadership development.

## How This Course is Different from Other ROI in HR Courses

This course stands out from other HR ROI training programs by emphasizing a hands-on, results-driven approach. It incorporates real-world case studies and actionable frameworks, empowering participants to confidently calculate and communicate their ROI. By focusing on converting intangible benefits into monetary terms and isolating HR impacts, this program equips HR professionals with the methods necessary for driving strategic success.



## فئات الدورات التدريبية



HR TRAINING &  
DEVELOPMENT

دورات إدارة و تطوير الموارد البشرية



دورات إدارة و تحليل البيانات ودورات علم  
البيانات



دورات إدارة الجودة وتطوير العمليات



الدورات التدريبية في مجال البيئة والاستدامة



دورات التسويق وإدارة علاقات العملاء وإدارة  
المبيعات



دورات التدريب القانوني والمشتريات  
والتعاقدات



دورات الاتصال الجماهيري و السياسات  
والعلاقات العامة



دورات النظم السبراني ودورات تقنية  
المعلومات



دورات الصيانة ودورات المجالات الهندسية  
المتنوعة



دورات الصحة والسلامة والأمن المهني



دورات السكرتارية و إدارة المكاتب



دورات الحوكمة وإدارة المخاطر والامتثال



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## فئات الدورات التدريبية



دورات معتمدة من قبل هيئات دولية



دورات في مجالات القيادة والإدارة



دورات المهارات الشخصية وتطوير الذات



دورات المحاسبة و التمويل و دورات الإدارة  
المالية



دورات مكتب إدارة المشاريع وإدارة المشاريع  
الرشيقية

## مدن التدريب



اسطنبول - تركيا



أمستردام - هولندا



أنقرة - تركيا



أثينا - اليونان



الرياض - المملكة العربية السعودية



الدوحة - قطر



الدار البيضاء - المغرب



الجبيل - المملكة العربية السعودية



باريس - فرنسا



المنامة - مملكة البحرين



الكويت - الكويت



القاهرة - مصر



براغ - جمهورية التشيك



بانكوك - تايلاند



بالي - جمهورية إندونيسيا



باكو - أذربيجان

## مدن التدريب



جاكرتا - جمهورية اندونيسيا



تيليسي - جورجيا



بوكيت - تايلاند



برشلونة - اسبانيا



روما - ايطاليا



دبي - الامارات العربية المتحدة



جوهانسبرغ - جنوب افريقيا



جنيف - سويسرا



شرم الشيخ - مصر



سيول - كوريا الجنوبية



سان دييغو - الولايات المتحدة  
الامريكية



زنجار - تنزانيا



طوكيو - اليابان



طشقند - اوزبكستان



طرابزون - تركيا



شيكاغو - الولايات المتحدة  
الامريكية

## مدن التدريب



كوالالمبور - ماليزيا



فيينا - النمسا



عن بعد - منصة زووم



عمان - المملكة الأردنية الهاشمية



ماربيا - اسبانيا



لندن - المملكة المتحدة



لانكاوي - ماليزيا



كيب تاون - جنوب إفريقيا



ميلان - إيطاليا



مونترنو - سويسرا



مسقط - سلطنة عمان



مدريد - إسبانيا



نيس - فرنسا



نيروبي - كينيا



ميونخ - ألمانيا

# WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

## OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

## OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

## WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.



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