

# Mastering ROI in HR: Prove Value, Measure Success, Drive Impact

30 November – 4 December 2026
Prague

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# Mastering ROI in HR: Prove Value, Measure Success, Drive Impact

**Ref:** 36385_28605 **Date:** 30 November – 4 December 2026 **Location:** Prague **Fees:** 6000 Euro

## 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

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

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## Day 2: Data Collection and Analysis for ROI

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

## Day 3: Cost Analysis and Intangible Benefits

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

## Day 4: Communicating ROI and Strategic Impact

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

## Day 5: Practical Application and Case Studies

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

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## FAQ

- ### 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 one week.

- ### 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. ary for driving strategic success.