



HR Systems Investment Simulation and ROI Training Course

2 – 6 November 2026
Munich

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Overview

HR Systems Investment Simulation and ROI Training Course is a one-week course for HR systems managers, transformation teams, people analytics specialists, IT business partners, and investment decision-makers, who leave with an HR Systems Investment Case. Participants translate workforce needs into requirements, map process and data flows, simulate options, define cost and benefit assumptions, measure adoption, design business intelligence views, test sensitivity, and govern decision gates without configuring a vendor platform. Agile Leaders Training Center develops HR systems investment and ROI capability.

Who Should Attend

- HR systems functions responsible for requirements, operating models, and technology roadmaps
- HR transformation functions responsible for process change, benefits, and adoption
- People analytics functions responsible for measures, dashboards, and decision evidence
- IT business partnering functions responsible for integration, data flow, and option assessment
- Finance and procurement support functions responsible for assumptions, costs, and investment challenge
- Leadership functions responsible for approving, governing, and reviewing HR technology investments

The course assumes participants can describe HR processes and interpret basic financial measures, and leaves out vendor configuration, software coding, advanced finance, procurement law, and general HR analytics.

Departments and Industries

The course supports departments and industries evaluating technology-enabled HR services and workforce information.

- Human resources, people operations, HR transformation, and shared services
- Information technology, enterprise architecture, finance, and procurement
- Healthcare, education, retail, and hospitality
- Manufacturing, construction, transportation, and utilities
- Technology, telecommunications, professional services, and nonprofit services

Learning Objectives

By the end of this course, participants will be able to:



- Build an HR systems requirement and decision framework
- Analyze process, data, integration, and stakeholder impacts
- Apply cost, benefit, ROI, and break-even assumptions
- Compare system options through controlled scenario simulation
- Evaluate adoption, utilization, proficiency, and benefit evidence
- Design dashboards, sensitivity tests, governance, and decision gates

Course Agenda

Day 1: Frame the Investment Decision

- HR Service Problem and Opportunity Statement
- Stakeholder Need and Decision Owner Matrix
- Business Requirement Prioritization Grid
- Current-State Process and Pain-Point Map
- HR Systems Investment Decision Charter

Day 2: Map Options and Evidence

- Future-State HR Process Flow Model
- Workforce Data and Integration Flow Map
- Technology Option and Constraint Register
- Benefit Dependency and Ownership Map
- Cost Category and Assumption Workbook

Day 3: Simulate Investment Scenarios

- Baseline and Alternative Scenario Design
- HR System Benefit Quantification Sheet
- ROI and Break-Even Calculation Method
- Adoption, Utilization, and Proficiency Measures
- Scenario Risk and Assumption Register

Day 4: Test and Govern the Case

- Cost and Benefit Sensitivity Analysis
- Business Intelligence Dashboard Hierarchy
- Investment Evidence Quality Checklist
- Benefits Tracking and Review Cadence
- Governance Gate and Recommendation Record



Day 5: Practice HR Systems Investment Decisions

- Exercise: Convert an HR Need into Requirements
- Exercise: Map Process and Data Impacts
- Exercise: Simulate ROI and Adoption Scenarios
- Exercise: Challenge Assumptions through Sensitivity Tests
- Capstone: HR Systems Investment Case

Practical Exercises

The course uses suggested activities based on HR technology decisions in healthcare, retail, manufacturing, and professional services.

- Suggested activity: convert service problems into prioritized requirements, constraints, owners, and decision criteria.
- Suggested activity: map current and future HR processes, data exchanges, integration points, and affected stakeholders.
- Suggested activity: calculate basic ROI and break-even results under alternative cost, benefit, and adoption assumptions.
- Suggested activity: build an investment dashboard and recommendation record with sensitivity results and governance gates.

FAQs

Who suits HR systems investment and ROI training, and what does it assume?

HR systems, transformation, analytics, IT partnering, finance support, procurement support, and leadership functions suit the training; it assumes familiarity with HR processes and basic financial measures.

How does HR systems investment training differ from vendor implementation training?

HR systems investment training evaluates requirements, options, benefits, costs, adoption, risks, sensitivity, and governance, while vendor implementation training concentrates on configuring and deploying a specific platform.

How should ROI be used in an HR systems investment case?

ROI should be calculated from explicit cost and benefit assumptions, tested against alternative scenarios, read alongside break-even timing and nonfinancial evidence, and never treated as a guaranteed outcome.

Why do adoption measures matter in HR technology investment?

Adoption measures matter because expected benefits depend on how quickly people adopt the system, how many use it, and how proficiently they apply changed processes in their work.



How does sensitivity analysis improve an HR systems decision?

Sensitivity analysis shows how the recommendation changes when major cost, benefit, adoption, timing, or risk assumptions vary, making uncertainty visible before an investment decision.

Conclusion

Participants take back an HR Systems Investment Case containing requirements, process and data maps, options, cost and benefit assumptions, ROI and break-even results, adoption measures, sensitivity tests, a dashboard, risks, and governance gates. It changes technology preferences into traceable investment evidence. The case supports option comparison, challenge, approval, benefits tracking, and review.