# Talent Management Metrics and KPI Design Training Course

5 – 9 September 2027
Toronto

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**Ref:** 1632_220576 **Date:** 5 – 9 September 2027 **Location:** Toronto **Fees:** 12000 Euro

## Overview

Talent Management Metrics and KPIs Training Course is a one-week course for HR analytics professionals, talent managers, HR business partners, and workforce planning teams who leave with a Talent Measurement Decision Pack. Participants define measures, validate data, connect lifecycle indicators, design dashboards, interpret patterns, and govern decision reviews. The course uses ISO 30414:2025 as a reporting reference while keeping the focus on talent decisions rather than generic HR audits or software operation. Agile Leaders Training Center develops talent management metrics and KPIs.

## Who Should Attend

- Talent managers responsible for evidence on attraction, development, mobility, succession, and retention
- HR analytics professionals responsible for metric definitions, data quality, analysis, and dashboards
- HR business partners responsible for converting talent evidence into management actions
- Workforce planning teams responsible for critical roles, skill coverage, and pipeline health
- People reporting teams responsible for governance, interpretation, and decision records

The course assumes participants can work with basic counts, rates, and organizational data and excludes advanced statistics, software configuration, financial valuation, and formal assurance.

## Departments and Industries

The course supports departments and industries that need consistent talent evidence across the employee lifecycle.

- Talent management, human resources, and people analytics
- Workforce planning, organizational development, and learning
- Technology, professional services, and shared service operations
- Financial services, healthcare administration, and manufacturing
- Public, nonprofit, and private organizations with recurring talent reviews

## Learning Objectives

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

- Translate talent questions into governed metric definitions and targets
- Validate sources, denominators, segments, ownership, and data quality
- Build lifecycle indicators for attraction, performance, development, mobility, succession, and retention
- Distinguish activity, outcome, leading, and lagging talent measures
- Interpret dashboards without confusing association, causation, or context
- Run evidence-based talent reviews with actions, owners, and follow-up measures

## Course Agenda

### Day 1: Talent Measurement Architecture

- Talent Decision Question Canvas
- Metric Type and Evidence Classification Matrix
- Talent KPI Definition Dictionary
- Baseline, Target, and Threshold Design Sheet
- ISO 30414:2025 Talent Reporting Reference Map

### Day 2: Data Quality and Metric Construction

- Talent Data Source and Lineage Map
- Numerator, Denominator, and Population Design Checklist
- Segmentation and Comparison Control Grid
- Data Completeness and Consistency Scorecard
- Metric Ownership and Refresh Calendar

### Day 3: Talent Lifecycle Indicators

- Attraction and Selection Funnel Dashboard
- Onboarding and Quality-of-Hire Measure Set
- Performance and Capability Progression Scorecard
- Internal Mobility and Succession Coverage Matrix
- Engagement, Regrettable Loss, and Retention Indicator Set

### Day 4: Interpretation and Governance

- Leading and Lagging Indicator Relationship Map
- Variance and Trend Interpretation Guide
- Talent Segment Fairness Review
- Dashboard Signal and Escalation Protocol
- Talent Measurement Governance Charter

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## Day 5: Talent KPI Decision Practice

- Exercise: Convert a Talent Question into a KPI Definition
- Exercise: Diagnose a Talent Data Quality Failure
- Exercise: Build a Lifecycle Indicator Chain
- Exercise: Interpret a Talent Dashboard for Action
- Capstone Exercise: Talent Measurement Decision Pack

## Practical Exercises

The course uses suggested activities to test measurement decisions across service, manufacturing, healthcare administration, and technology settings.

- Suggested activity: define a critical-role coverage measure with a clear population, owner, target, and refresh cycle.
- Suggested activity: trace a hiring, learning, mobility, or retention measure back to its source and quality controls.
- Suggested activity: compare activity and outcome indicators across teams without hiding population differences.
- Suggested activity: turn a dashboard signal into a decision, owner, action, and follow-up measure.

## FAQs

### Who suits talent management metrics and KPIs training, and what does it assume?

Talent management metrics and KPIs training suits talent, analytics, business partnering, workforce planning, and reporting functions that already use basic organizational data and need consistent decision measures.

### How do talent management KPIs differ from general HR metrics?

Talent management KPIs focus on critical roles, pipelines, quality of hire, capability, mobility, succession, engagement, regrettable loss, and retention, while general HR metrics may also cover payroll, administration, attendance, and transactions.

### How should a talent KPI definition be documented?

A definition should record the business question, formula, numerator, denominator, population, exclusions, segments, source, owner, frequency, baseline, target, thresholds, limitations, and intended decision.

### What makes a talent dashboard useful for decisions?

A useful dashboard links a limited set of measures to decisions, shows trend and context, exposes data quality, distinguishes signals from causes, assigns review ownership, and records actions and follow-up evidence.

## How does ISO 30414:2025 relate to talent measurement?

ISO 30414:2025 provides a current human capital reporting reference across recruitment, mobility, succession, turnover, skills, development, engagement, wellbeing, and workforce composition. The course uses it as a reference, not as a claim of certification.

## Conclusion

Participants take back a Talent Measurement Decision Pack containing definitions, quality controls, lifecycle indicators, dashboard logic, governance, and a review record. The pack changes isolated counts into a traceable measurement system. It helps teams interpret talent evidence consistently and connect every reported signal with an accountable decision.