CII

Confederation of Indian Industry
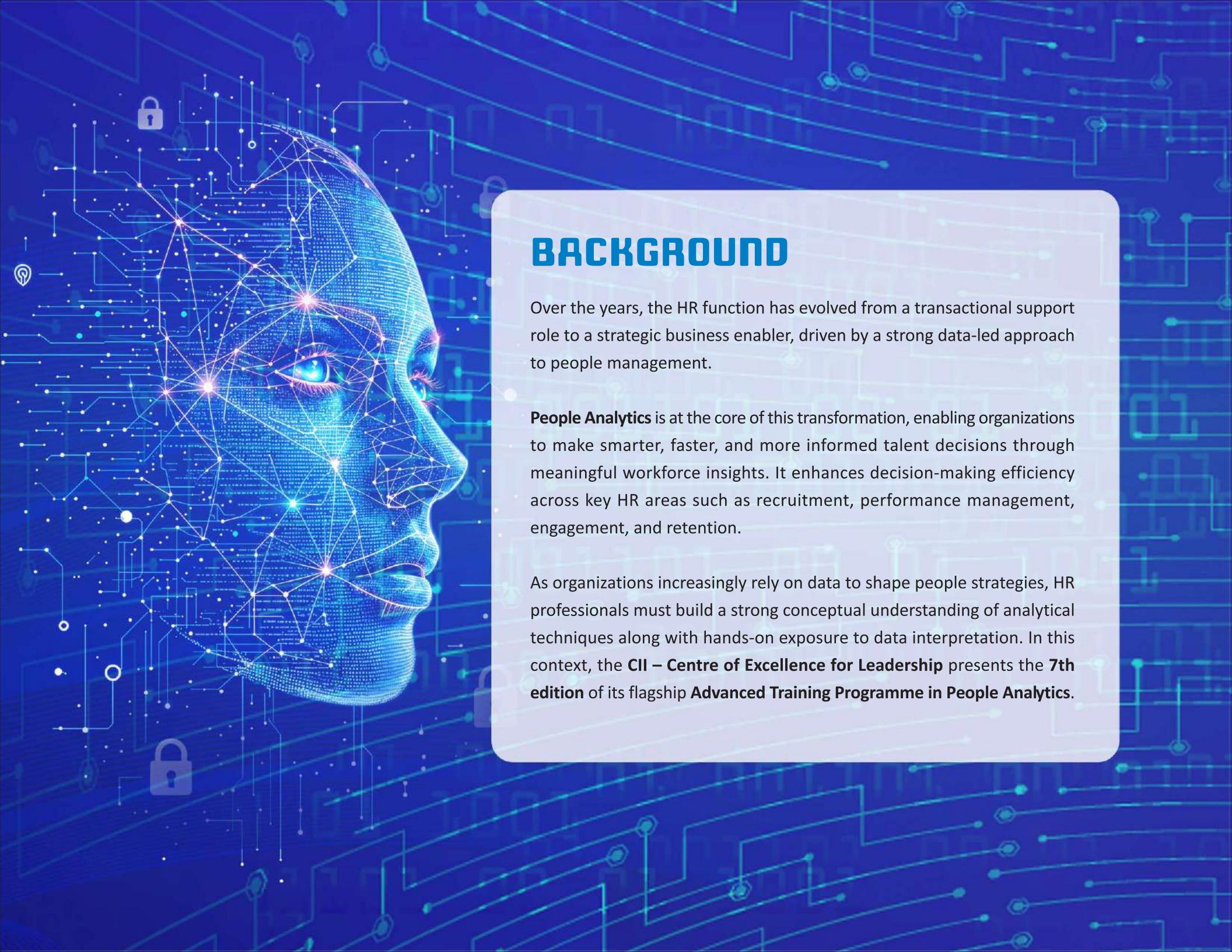
CII - Suresh Neotia Centre of Excellence for Leadership

Advanced Training Programme in

PEOPLE ANALYTICS

Futuristic HR Management with Data Driven Analysis

BATCH 7

BACKGROUND

Over the years, the HR function has evolved from a transactional support role to a strategic business enabler, driven by a strong data-led approach to people management.

People Analytics is at the core of this transformation, enabling organizations to make smarter, faster, and more informed talent decisions through meaningful workforce insights. It enhances decision-making efficiency across key HR areas such as recruitment, performance management, engagement, and retention.

As organizations increasingly rely on data to shape people strategies, HR professionals must build a strong conceptual understanding of analytical techniques along with hands-on exposure to data interpretation. In this context, the **CII – Centre of Excellence for Leadership** presents the **7th edition** of its flagship **Advanced Training Programme in People Analytics**.

PROGRAMME OBJECTIVES

By the end of the programme, participants will be able to:

▶ **Translate workforce data into strategic HR decisions**
Apply statistical, analytical, and AI-based techniques to solve real HR problems across hiring, performance, engagement, learning, and retention.

▶ **Build and interpret people analytics models with confidence**
Develop the capability to analyse HR data, identify patterns, test hypotheses, and predict workforce outcomes using relevant tools and dashboards.

▶ **Leverage AI and Machine Learning responsibly in HR**
Apply AI and ML concepts to talent management and workforce planning while ensuring ethical use, explainability, and human oversight.

▶ **Design end-to-end analytics use cases for key HR domains**
Create practical analytics frameworks across workforce, engagement, learning, and talent management that deliver measurable business impact.

▶ **Integrate external and internal data for smarter talent insights**
Use data sources such as LinkedIn and internal HR systems to anticipate talent trends, skill gaps, and competitive workforce movements.

▶ **Humanise data-driven decisions through emotional intelligence**
Combine analytics with empathy, EI tools, and behavioural insights to enable balanced, people-centric decision-making.

▶ **Strengthen organisational readiness for analytics-led HR transformation**
Understand HR data infrastructure, platforms, and change levers required to embed people analytics sustainably within the organisation.

PROGRAM HIGHLIGHTS

01

100% LIVE & INTERACTIVE

Faculty-led, real-time sessions with discussions, exercises, and applied learning—no recorded lectures.

02

BUILT FOR WORKING PROFESSIONALS

Evening sessions designed to fit seamlessly around full-time roles.

03

HANDS-ON, BUSINESS-RELEVANT CURRICULUM

Practical application of statistics, AI, ML, and HR analytics through cases, assignments, and quizzes.

04

INDUSTRY-RECOGNISED CERTIFICATION

Certification on successful completion, validating capability in data-driven and AI-enabled HR decision-making.
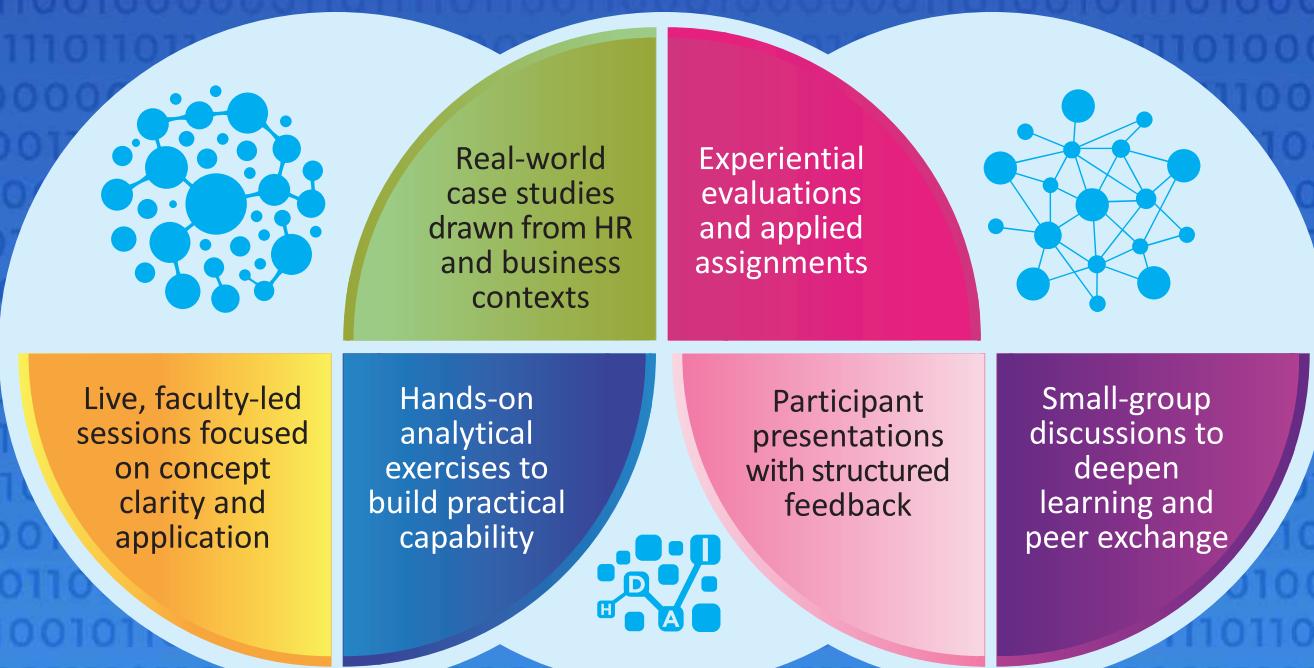
PROGRAMME DESIGN

- 4-month program | 100 hours total engagement
- 48 hours of 100% live faculty-led sessions + 2 hours Faculty Lounge
- 50 hours of guided self-learning
- Live sessions twice a week on weekdays (7:30 PM – 9:30 PM)

WHO SHOULD ATTEND

- HR professionals with **5+ years of experience** responsible for data-informed people decisions
- **HR Business Partners (HRBPs)**
- **HR Managers and Senior Managers**
- **Functional HR Leads** – Talent Management, Learning & Development, Rewards, Workforce • Planning, Organisation Development
- **Deputy / Assistant General Managers – HR**
- **HR Analytics, HR Digital or HR Transformation Leads**

PEDAGOGY

Real-world case studies drawn from HR and business contexts

Experiential evaluations and applied assignments

Live, faculty-led sessions focused on concept clarity and application

Hands-on analytical exercises to build practical capability

Participant presentations with structured feedback

Small-group discussions to deepen learning and peer exchange

PROGRAMME CONTENT COVERAGE

Core Purposes of People Analytics	2 hours

- Identify trends and patterns
- Develop scenarios and predict outcomes
- Decision areas for HR value
- Importance of data science knowledge
- People Analytics in the Age of AI (with specific reference to the above bullet points)

Foundation Knowledge: Building Statistical Skillset	6 hours

- Basic Statistics
- ANOVA
- Analytical & Data Foundations for HR Managers (with specific reference to the above bullet points)
- Experience sharing by the participants and faculty, case discussion, quiz

Data Issues	2 hours

- Efficiency, Effectiveness & Outcome Measures
- Employee Database creation & tracking
- Data Foundations for AI-Driven People Analytics (with specific reference to the above bullet points)
- Experience sharing by the participants and faculty, case discussion, quiz

PROGRAMME CONTENT COVERAGE

AI and Machine Learning for HR using Big Data as required	6 hours

- Key AI and ML concepts for HR decision-making
- Use ML to predict attrition and identify top performers
- Apply supervised and unsupervised learning on HR data
- Explore tools like Power BI, Workday AI, and predictive dashboards
- Experience sharing by the participants and faculty, case discussion, quiz

Workforce Analytics	4 hours

- HR KPIs
- Compensation
- Recruitment & Onboarding
- Absence tracking
- Redeployment, retraining, workforce planning
- AI in Workforce & Performance Analytics (with specific reference to the above bullet points)
- Experience sharing by the participants and faculty, case discussion, quiz

Engagement Analytics	4 hours

- Designing engagement processes
- Gamification
- Deployment & tracking
- AI-Driven Engagement & Culture Analytics (with specific reference to the above bullet points)
- Experience sharing by the participants and faculty, case discussion, quiz

PROGRAMME CONTENT COVERAGE

Learning & Development Analytics	4 hours

- Training strategies
- Learning enrolment
- Knowledge sharing
- Leadership development
- AI in Learning & Development Analytics (with specific reference to the above bullet points)
- Experience sharing by the participants and faculty, case discussion, quiz

Talent Management Analytics	4 hours

- Talent supply chain optimization
- Targeted Analytics to Improve Talent Decisions
- Career paths & succession planning
- AI-Enhanced Talent Management (with specific reference to the above bullet points)
- Experience sharing by the participants and faculty, case discussion, quiz

Leveraging LinkedIn Data for Smarter HR Decisions	2 hours

- Analyze talent trends and skill gaps using LinkedIn data
- Track competitor hiring and workforce moves
- Measure employer branding and engagement
- Use insights for smarter sourcing and planning
- Use AI to extract patterns and predict talent trends from LinkedIn data
- Experience sharing by the participants and faculty, case discussion, quiz

PROGRAMME CONTENT COVERAGE

| **Emotional Intelligence Integration: Use of Empathy Maps and EI Reflection Sheets (Humanizing Data Learning)** | **4 hours** |

- Link EI with data insights
- Use empathy maps for employee understanding
- Apply EI sheets for self-awareness
- Blend empathy with analytics
- Humanizing HR decisions
- Use of AI tools to detect emotional tones and behavioral patterns
- Experience sharing by the participants and faculty, case discussion, quiz

| **Generative AI in People Analytics** | **2 hours** |

- Automating performance review summaries
- Creating job descriptions
- AI assistants for HR operations
- Experience sharing by the participants and faculty, case discussion, quiz

| **Infrastructure for People Analytics** | **4 hours** |

- Understand HR data architecture and system integration
- HR platforms & software evaluation
- Learn how AI infrastructure enables predictive HR insights
- Experience sharing by the participants and faculty, case discussion, quiz

PROGRAMME CONTENT COVERAGE

Driving Organizational Change	2 hours

- Motivation
- Empowerment & Accountability
- Performance Management Cycle
- Driving HR Transformation through AI Insights (with specific reference to the above bullet points)
- Experience sharing by the participants and faculty, case discussion, quiz

Responsible & Ethical AI in People Analytics	2 hours

- Explainable AI
- Algorithmic fairness
- Human oversight & responsible automation

PARTICIPATION FEES

Member:	Rs.55000 + 18% GST
Non-Member:	Rs. 65000 + 18% GST

10% Group Discount on 3 or more nominations

About CII

The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering Industry, Government and civil society, through advisory and consultative processes.

CII is a non-government, not-for-profit, industry-led and industry-managed organization, with around 9,000 members from the private as well as public sectors, including SMEs and MNCs, and an indirect membership of over 365,000 enterprises from 294 national and regional sectoral industry bodies.

For more than 125 years, CII has been engaged in shaping India's development journey and works proactively on transforming Indian Industry's engagement in national development. CII charts change by working closely with Government on policy issues, interfacing with thought leaders, and enhancing efficiency, competitiveness, and business opportunities for industry through a range of specialized services and strategic global linkages. It also provides a platform for consensus-building and networking on key issues.

Through its dedicated Centres of Excellence and Industry competitiveness initiatives, promotion of innovation and technology adoption, and partnerships for sustainability, CII plays a transformative part in shaping the future of the nation. Extending its agenda beyond business, CII assists industry to identify and execute corporate citizenship programmes across diverse domains including affirmative action, livelihoods, diversity management, skill development, empowerment of women, and sustainable development, to name a few.

For 2024-25, CII has identified "Globally Competitive India: Partnerships for Sustainable and Inclusive Growth" as its Theme, prioritizing 5 key pillars. During the year, it would align its initiatives and activities to facilitate strategic actions for driving India's global competitiveness and growth through a robust and resilient Indian industry.

With 70 offices, including 12 Centres of Excellence, in India, and 8 overseas offices in Australia, Egypt, Germany, Indonesia, Singapore, UAE, UK, and USA, as well as institutional partnerships with about 300 counterpart organizations in almost 100 countries, CII serves as a reference point for Indian industry and the international business community.

About CII-SNCEL

The CII Suresh Neotia Centre of Excellence for Leadership (CII-SNCEL) is part of CII's Integrated agenda of building competitiveness through Centres of Excellence (COE). CII-SNCEL is one of the 12 COEs set up for enhancing development and progress through a diverse range of services. Established in 2009 at Kolkata, the Centre was initiated with the purpose of serving as a key facilitator of leadership development across various segments of business and socio-cultural demographics. CII-SNCEL was conceived on the core belief that the quality of leadership will play a vital role in enabling the 'new India' to succeed in its mission for inclusive growth and competitiveness and thereby becoming a frontrunner in the global economy.

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