



Finance, Accounting and Banking

Finance Training for Non-Finance HR Leaders

Course Introduction

In the dynamic realm of modern organizations, HR professionals at the managerial level hold a unique and pivotal position. As stewards of human capital, their decisions directly impact the organization's performance, culture, and success. With finance being the lifeblood of business operations, equipping HR leaders with financial acumen becomes not just an advantage, but a necessity.

This specialized training is designed recognizing that HR leaders' strategic decisions need to be grounded in a solid understanding of financial principles. This training course is designed to help HR professionals discover how merging HR expertise with financial insights enables them to shape a more efficient, competitive, and resilient organization.

The course will journey over the intricacies of finance through a tailored lens. From decoding financial statements to assessing investments, they will develop a deep understanding of financial tools that transcend the numbers, offering them a strategic edge. This course will also explore the art of aligning compensation strategies with financial goals, optimizing benefits while managing costs, and fostering ethical financial decision-making. Participants will explore the crucial intersections between workforce planning, performance management, and financial outcomes, driving tangible results. Participants will emerge not just with financial fluency, but with a toolkit to elevate their strategic influence and elevate their organization's HR practices.

Target Audience

- HR Managers
- HR Directors
- Talent Development Specialists
- Recruitment Managers
- Employee Relations Managers
- Organizational Development Specialists
- Business Partners in HR

Learning Objectives

- Gain a comprehensive grasp of fundamental financial terminologies, concepts, from key financial statements to ratios, enabling effective communication and collaboration with finance teams, reading financial statements and how to interpret it.
- Understand financial performance and financial position.
- Understand the basic principles of costing, budgeting, and forecasting.
- Create accurate budgets and utilize different budgeting techniques.
- Acquire the skills to integrate financial considerations into HR decision-making, optimizing workforce planning, compensation strategies, and performance management.
- Learn to evaluate potential HR-related investments using methods like Net Present Value (NPV) and Internal Rate of Return (IRR), enhancing your ability to contribute to strategic organizational initiatives.
- Understand the financial implications of employee benefits and develop strategies to manage costs while preserving employee satisfaction and organizational value.
- Explore techniques for cost analysis, budgeting, and forecasting, enabling you to align HR objectives with budget constraints and drive resource allocation efficiently.
- Make strategic decisions based on financial data.
- Recognize the ethical dimensions of financial decision-making and develop an ethical framework to guide HR-led financial choices with transparency and integrity.
- Develop the expertise to strategically align HR initiatives with organizational financial goals, fostering collaboration between HR and finance departments for enhanced overall success.

Course Outline

- **Day 01**

- Understanding Financial Basics**

- Introduction to Finance and Its Relevance to HR Leaders**

- Defining finance's role in business decision-making.
 - Recognizing how financial knowledge enhances HR leaders' effectiveness.

- Explaining the impact of HR decisions on financial outcomes.
- Understanding the interconnectedness of HR and finance functions.

Key Financial Statements and Their Significance

- Key concepts and terminologies used in the finance industry
- Exploring the purpose and contents of the balance sheet, income statement, and cash flow statement.
- Understanding how financial statements provide insights into the organization's financial performance and position.
- How to read and interpret financial statements
- Analyzing the relationship between financial statements to assess overall health.

Financial Metrics and Ratios

- Understanding profitability ratios and how they measure the organization's earning capacity.
- Analyzing efficiency ratios to evaluate operational effectiveness and resource utilization.

Costing, Budgeting and Forecasting in HR

- HR budgeting and its role in planning and controlling finances.
- Basic principles and concepts of costing
- Exploring different types of budgets, such as operating and capital budgets.
- Different budgeting techniques
- Understanding the importance of accurate forecasting for strategic HR decision-making.
- How HR leaders' input influences budgeting and forecasting processes.

• Day 02

Financial Decision-Making for HR Leaders

Cost Analysis and Cost Management

- Differentiating between fixed and variable costs.
- Analyzing cost behavior to optimize resource allocation.
- Exploring cost-volume-profit analysis to understand break-even points.
- Discussing how HR leaders can contribute to cost reduction and containment.

Investment Appraisal Techniques

- Introducing investment appraisal and its role in evaluating potential projects.

- Understanding the concept of the time value of money and its impact on investment decisions.
- Explaining Net Present Value (NPV) as a measure of project profitability.
- Discussing the Internal Rate of Return (IRR) and its use in comparing investment alternatives.

Capital Budgeting and HR Investment Decisions

- Exploring the capital budgeting process and its significance in long-term planning.
- Understanding how HR leaders assess the financial feasibility of HR-related projects.
- Analyzing the payback period method for evaluating the time needed to recoup investments.
- Discussing the importance of considering risk and uncertainty in capital budgeting decisions.

• Day 03

Financial Aspects of Compensation and Benefits

Compensation Structure and Financial Implications

- Different compensation structures such as salary, bonuses, and benefits.
- How compensation decisions affect both employees and the organization's finances.
- Variable pay and incentives in relation to performance-driven compensation.
- The financial impact of compensation decisions on the organization's budget.

Benefits Management and Cost Control

- The financial implications of employee benefits programs.
- Strategies to manage benefits costs while maintaining employee satisfaction.
- Analyzing the cost-benefit ratio of different benefit options.
- The role of HR leaders in designing cost-effective benefits packages.

• Day 04

Financial Implications of Workforce Planning and Performance Management

Workforce Planning and Budgeting

- The alignment between workforce planning and budgeting.
- How HR leaders can strategically allocate resources based on workforce needs.
- Analyzing the financial impact of hiring, training, and retaining employees.
- The role of HR leaders in optimizing workforce costs within budget constraints.

Performance Management and Employee Productivity

- How employee performance affects organizational financial performance.
- The concept of human capital and its influence on organizational value.
- How HR leaders can drive productivity improvements through effective performance management.
- Financial implications of employee engagement and satisfaction on overall performance.

Linking Employee Development to Financial Outcomes

- Return on Investment (ROI) of employee training and development.
- The financial impact of upskilling and reskilling initiatives.
- Analyzing the cost-benefit of investing in employee learning and growth.
- Strategies for measuring and demonstrating the financial value of HR-led training.

• Day 05

Financial Ethics and Strategic HR Decision-Making

Ethical Considerations in Financial Decision-Making

- The ethical dimensions of financial decision-making.
- The importance of transparency, accuracy, and accountability.
- Potential ethical dilemmas in HR and finance collaboration.

Aligning HR Strategies with Organizational Financial Goals

- The connection between HR strategies and organizational financial objectives.
- How HR leaders can contribute to achieving financial goals through workforce initiatives.
- The importance of collaboration between HR and finance departments.
- Analyzing real-world examples of successful alignment between HR and finance strategies.

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Dec. 1, 2025	Dec. 5, 2025	5 days	4950.00 \$	Spain - Barcelona
Oct. 6, 2025	Oct. 10, 2025	5 days	4250.00 \$	UAE - Dubai