

Finance for HR Professionals: Building Business Fluency

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| Intended Audience | Mid-Level | Delivery Options | 1-Day In-Person (Onsite or Seminar) |
| HR Competencies | <ul style="list-style-type: none">• Business Acumen• Critical Evaluation• HR Expertise (HR Knowledge) | Recertification* | <ul style="list-style-type: none">• SHRM: 7.25 PDCs |

Program Overview

Become a better-rounded HR professional by enhancing your understanding of the complex world of finance. Learn key financial terms and concepts, how to analyze financial data, and how to recognize patterns and opportunities in the financial arena. With a better understanding of finance, gain valuable insight into your organization's strategy and make your HR department an indispensable component of your organization.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Describe how businesses operate.
- Define key components of the income statement and balance sheet.
- Describe the link between financial measures and shareholder value.
- Determine how to build an HR budget.
- Identify ways to positively impact corporate performance.
- Define key financial terms and concepts.

Program Modules

This program includes the following modules:

- Module 1: Introduction
- Module 2: Background Information
 - Business structures
 - Key roles and responsibilities
 - Major finance functions
 - Users of financial information
- Module 3: Key Financial Statements
 - Structure of accounts
 - The income statement
 - The balance sheet

- Module 4: Measuring Financial Performance
 - Common-size statements
 - Earnings before interest, taxes, depreciation, and amortization (EBITDA) and earnings per share (EPS)
 - Overall performance measures
- Module 5: The HR Department Budget
 - Purpose of a budget
 - Budget advantages and methodologies
- Module 6: Creating Value
 - Making financially sound decisions
 - Controlling working capital
 - Monitoring cash flow
 - Managing corporate resources
 - Improving bottom-line results