



Data Literacy and Data-informed Decision Making for People & Culture



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🕒 1 day 📍 Face-to-face, Live Online 💰 \$ 900

In today's dynamic People & Culture (P&C) landscape, the ability to confidently understand and work with data is an essential skill. From guiding and supporting organisational strategy to enhancing employee engagement and inclusion, data plays an important role in driving informed and impactful decisions.

This practical course is designed to build your data literacy and strengthen your confidence in using data to support strategic P&C initiatives. Participants will learn how to interpret, assess, and apply data insights within a structured decision-making framework tailored specifically for P&C leaders.

In the course, you will explore foundational data concepts such as accuracy, bias, and reliability, while also developing analytical thinking skills. You will learn a six-step decision-making approach and apply it through real-world case studies focused on key areas like engagement, retention, and diversity metrics.

By the end of this course, you will be empowered to approach data as a valuable asset that enhances your influence, leadership, supports evidence-based decisions, and strengthens organisational outcomes.





Discover more at swi.nu/example

Learning outcomes

Upon completion of this course, participants will be able to:

- use a growth mindset in working with data
- analyse data to derive insights
- translate data insights into actionable strategies
- apply key data literacy concepts
- utilise a decision-making framework in data analysis.

Skills outcomes

Through this course, participants will develop the following skills and knowledge:

- Building confidence and curiosity with data
- Developing a data-positive mindset
- Making sense of data in everyday P&C work
- Using insights to influence and improve outcomes
- Having stronger, evidence-based conversations

What you can expect

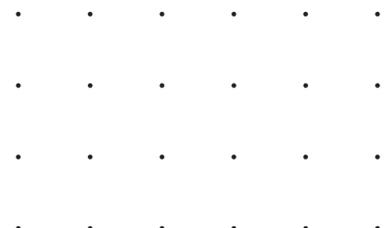
- a workbook to keep
- learn alongside professional peers, enhancing your network
- the immediate knowledge and confidence to implement your new skills.

Pre-course work

There are no pre-requirements for this course.

Who should attend?

P&C professionals



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The Swinburne Edge difference

Swinburne Edge is a division of Swinburne University that exclusively services professionals. We offer professional development to people with existing skills and experience, who are ready to up-skill or formalise their skills for their next career stage.

Immerse yourself in a Swinburne Edge short course or qualification to enhance your current knowledge with fast-tracked, practical learning that gets you to your goal faster.

For further information, contact our Continuing Professional Education Advisors on 1800 633 560 or edge@swinburne.edu.au.





Contact us

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 swinburne.edu.au/swinburne-edge

