

# Advanced Course in AI-Powered Human Resources Strategy

4 – 8 October 2027  
Amsterdam (Netherlands)

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## Advanced Course in AI-Powered Human Resources Strategy

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### Introduction

As organizations push forward with rapid digital transformation, the role of Human Resources is being reshaped at an unprecedented pace. Artificial intelligence is no longer a future concept in HR—it is already influencing how organizations attract talent, engage employees, make decisions, and build sustainable workforces.

This comprehensive and forward-thinking course is designed to equip HR professionals with a clear understanding of how AI can be practically and responsibly integrated across HR functions. Rather than focusing on theory alone, the program emphasizes real-world application, helping participants evaluate, adopt, and lead AI-driven initiatives that improve efficiency, enhance employee experience, and strengthen strategic HR decision-making.

Delivered over five intensive and focused days, the course combines strategic insight with hands-on learning. Through case studies, interactive discussions, and practical tools, participants will explore how AI is transforming recruitment, performance management, learning and development, workforce analytics, and the future role of HR leadership.

### Course Objectives

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

- Understand the fundamental concepts of artificial intelligence and their practical relevance to HR.
- Identify high-impact opportunities to apply AI across the full HR lifecycle.
- Assess and select AI-powered HR platforms that support data-driven decision-making.
- Address ethical, legal, and bias-related risks associated with AI in HR.
- Design AI-enabled HR strategies aligned with organizational goals and employee experience.
- Lead and support HR digital transformation initiatives with confidence and clarity.

### Course Outlines

#### Day 1: AI Foundations and the Future of HR

- Core concepts of artificial intelligence and enabling technologies.
- How AI is reshaping the HR function and the role of HR professionals.
- Key HR challenges in today's organizations and where AI adds value.
- Overview of AI tools used in HR, including automation, chatbots, and analytics.
- Case studies of successful AI adoption in HR.

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A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) positioned on it. The board is white and black, and the pieces are gold and silver.

## **Day 2: AI Strategy, Digital Transformation, and Leadership**

- AI as a strategic driver for modern HR organizations.
- Aligning AI initiatives with business and HR strategies.
- Assessing organizational readiness and HR digital maturity.
- Building a strong business case for AI in HR.
- The role of HR leaders in driving and sustaining AI-enabled change.

## **Day 3: AI in Talent Acquisition and Employee Experience**

- Intelligent résumé screening and candidate matching.
- AI-driven sourcing, talent pool analytics, and employer branding.
- Automating recruitment workflows and interview processes.
- AI-powered onboarding and personalized employee journeys.
- Measuring engagement, sentiment analysis, and retention risks using AI.

## **Day 4: Performance, Learning, and Workforce Analytics**

- AI-enabled performance management and continuous feedback.
- Data-driven goal setting and performance insights.
- Personalized learning and development through AI recommendations.
- Workforce analytics, predictive planning, and turnover modeling.
- Supporting diversity, equity, and inclusion through AI-driven metrics.

## **Day 5: Ethics, Governance, Implementation, and Future Readiness**

- Ethical considerations and bias management in AI-driven HR decisions.
- Data privacy, security, and regulatory compliance.
- AI governance frameworks and risk mitigation strategies.
- Change management and building AI capabilities within HR teams.
- Final project: Designing an AI-powered HR strategy and implementation roadmap.
- Group presentations, peer feedback, and course wrap-up.

## **Why Attend This Course? Wins & Losses!**

- Future-proof your HR career by mastering AI's impact on the profession.
- Improve efficiency and effectiveness through intelligent HR automation.
- Strengthen talent acquisition, development, and retention strategies.
- Lead HR innovation and digital transformation initiatives with confidence.
- Leave with practical tools, frameworks, and a customized AI-HR strategy ready for application.

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## Conclusion

Artificial intelligence is no longer a distant concept in human resources—it is a defining force shaping how organizations attract talent, engage employees, and make smarter decisions. This course goes beyond introducing AI tools; it empowers participants to confidently bridge the gap between insight and action, and between strategy and execution.

By the end of the program, participants will have developed a clear and practical vision for integrating AI responsibly and effectively across HR functions. They will leave equipped with actionable frameworks, real-world tools, and the confidence to lead AI-driven transformation initiatives that create measurable business impact while enhancing the human experience at work.

**This is not just a training course—it is a catalyst for redefining the future of HR. A future where decisions are data-driven, processes are intelligent, and human potential is elevated through thoughtful, ethical, and innovative use of AI.**

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