

AI-Powered Human Resources Strategy

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Lyon (France)

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Introduction

As organizations continue to accelerate their digital transformation, the role of human resources is evolving rapidly, driven by the growing impact of artificial intelligence AI. This forward-looking course is designed to help HR professionals understand, assess, and effectively adopt AI technologies that enhance HR operations, talent acquisition, employee engagement, and strategic decision-making.

Delivered over eight intensive days, the program blends strategic perspective with practical application. Through real-world case studies, hands-on tools, and interactive exercises, participants will explore how AI is reshaping recruitment, performance management, learning and development, workforce analytics, and the future of HR leadership.

Course Objectives

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

- Understand the core principles of artificial intelligence and their relevance to HR functions.
- Identify practical opportunities to integrate AI across the entire HR lifecycle.
- Evaluate AI-driven platforms that improve efficiency and enable data-driven decisions.
- Address ethical, legal, and bias-related challenges in AI-enabled HR processes.
- Design AI-powered HR strategies aligned with organizational objectives and employee experience.
- Lead HR digital transformation initiatives using AI insights and technologies.

Course Outlines

Day 1: Introduction to AI in the HR Landscape

- Fundamentals of artificial intelligence and key enabling technologies.
- The evolution of AI applications in human resources.
- Current HR challenges and how AI can help address them.
- Overview of AI tools in HR, including chatbots, automation, and predictive analytics.
- Case studies of organizations successfully leveraging AI for HR transformation.

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A graphic illustration of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a gold pawn nearby. The board is checkered, and there are concentric circles in the background.

Day 2: AI Strategy and HR Digital Transformation

- AI as a strategic enabler for modern HR functions.
- Aligning AI initiatives with business and HR strategies.
- HR digital maturity models and organizational readiness assessment.
- Building a compelling business case for AI adoption in HR.
- The role of HR leadership in driving AI-powered transformation.

Day 3: AI in Talent Acquisition and Employer Branding

- Intelligent résumé screening and candidate matching.
- AI-driven sourcing and talent pool analytics.
- Automating interview scheduling and pre-screening processes.
- Use of AI chatbots and virtual assistants in recruitment.
- Enhancing employer branding through AI-powered candidate experiences.

Day 4: AI-Enabled Onboarding and Employee Experience

- Improving onboarding journeys using AI solutions.
- Personalized employee journeys and experience platforms.
- Measuring engagement and analyzing sentiment with AI tools.
- Identifying early warning signs of disengagement and retention risks.
- Evaluating AI platforms for employee experience management.

Day 5: AI-Driven Performance Management and Learning

- Continuous performance monitoring using AI technologies.
- Data-driven goal setting and performance analytics.
- Personalized learning and development through AI recommendations.
- AI-powered feedback systems and digital coaching tools.
- Linking AI insights to career development and succession planning.

Day 6: Workforce Analytics and Strategic HR Insights

- Foundations of workforce analytics and HR data management.
- Predictive analytics for workforce planning and optimization.
- Employee turnover prediction and retention modeling.
- Supporting diversity, equity, and inclusion DE&I through AI metrics.
- Translating HR analytics into executive-level strategic insights.

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A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. The board is checkered, and there are concentric circles in the background.

Day 7: Ethics, Governance, and Risk Management in HR AI

- Ethical considerations in AI-driven HR decision-making.
- Managing bias and ensuring fairness in AI algorithms.
- Data privacy, security, and regulatory compliance.
- AI governance frameworks for HR functions.
- Identifying and mitigating risks in AI-powered HR systems.

Day 8: Implementation, Change Management, and Future Readiness

- Change management strategies for integrating AI into HR operations.
- Building AI capabilities and skills within HR teams.
- Measuring ROI and evaluating the success of AI HR initiatives.
- 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 skills by understanding how AI is reshaping the profession.
- Streamline HR processes through intelligent automation and analytics.
- Strengthen talent strategies using AI-driven insights across recruitment, development, and retention.
- Lead HR innovation by driving digital transformation initiatives.
- Apply learning immediately through practical tools, frameworks, and a customized AI-HR strategy.

Conclusion

AI-Powered Human Resources Strategy is more than a technical overview—it is a practical and strategic guide for transforming HR functions in the modern workplace. Participants will leave equipped with the knowledge and confidence to design, implement, and manage AI-enabled HR solutions that enhance organizational performance, elevate employee experience, and support smarter, data-driven decision-making.

A graphic of a chessboard with several pawns. A large gold king piece is prominent in the foreground, with other pawns in gold and silver behind it. The board is checkered and has a subtle grid pattern.

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