BLACKBIRD FOR TRAINING

Advanced Course in AI-Powered Human Resources Strategy

12 – 16 July 2027
Kuala Lumpur (Malaysia)



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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.



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.



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.

