

## AI-Powered Human Resources Strategy

*Amsterdam (Netherlands)*

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UK Training

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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.

#### 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.

#### 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.



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