

# Future-Proofing HR: Harnessing AI for Smarter Talent Management

## Human Resources



9008



In-Class



8 hours

### Course Description:

This course introduces HR professionals to the evolving role of artificial intelligence in modern talent management. Participants will explore how AI can optimize recruitment, learning and development, performance tracking, and workforce planning. The course bridges technology and strategy, enabling HR leaders to align AI tools with business needs while maintaining ethical standards and human-centered values.

### Target Audience:

This course is designed for HR professionals, people managers, and talent specialists with 5 to 10 years of experience who seek to integrate AI tools and practices into human resource operations and strategic planning.

### Course Objectives:

- Differentiate between traditional HR practices and AI-powered talent management approaches to understand their evolving impact on workforce strategies
- Implement AI-driven tools and insights to enhance decision-making in recruitment, development, and employee engagement processes

### Course Outline

#### Module 1: AI and the Evolution of HR

- The impact of AI on the future of work and HR transformation
- AI in the employee lifecycle: recruitment, onboarding, development
- Overview of AI tools for talent analytics, engagement, and retention
- Human-AI collaboration: enhancing rather than replacing
- Challenges and limitations of using AI in HR
- Ethical considerations and bias mitigation in AI applications

#### Module 2: Integrating AI into Talent Strategies

- Aligning AI tools with organizational HR goals
- AI in candidate screening, talent mapping, and workforce planning
- Using predictive analytics for performance and retention forecasting
- Upskilling and reskilling for digital readiness
- Building stakeholder buy-in for AI adoption
- Developing a roadmap for ethical and strategic AI integration

### Assessment Strategy:

Participants will be informally assessed based on their interaction during sessions and their participation in group exercises.

### Upon Successful Completion of this Course, participants will obtain:

0.6 CEUs

### Course Language:

English Material  
Bilingual Explanation

### Prerequisites:

N/A