AI for HR: Impact, Challenges and Opportunities

A practical 2-day course to explore the revolution of artificial intelligence in human resources

Take part in our new training course **"AI and the New Horizon in Human Resources'"** specially designed **for HR managers and staff** who want to gain an in-depth understanding of the implications of AI for their role and for the workforce as a whole, while equipping you with the tools you need to drive this transformation successfully.

• **Understand the impact** of artificial intelligence on human resources and the key role you can play in it

• Discover **the challenges and opportunities** of AI for HR

• 2 practical and interactive days to create your **concrete action plan**

Throughout the course, you will explore AI, its possibilities and its limits, and put your knowledge into practice through interactive workshops, HR-specific use cases and group discussions.

THE IMPACT OF AI ON HR: CHALLENGES, OPPORTUNITIES AND STRATEGIES

Integrate the digital revolution into your talent management with our **innovative 2-day training course "AI and the New Horizon in Human Resources"**. Tailor-made for HR professionals, this training aims to equip managers and HR team members with the essential knowledge and practical skills to navigate the evolving AI landscape.

Discover how artificial intelligence can transform recruitment, engagement and skills development. Gain a unique perspective on AI integration strategies that enhance innovation and cultivate a collaborative work environment.

Join us in shaping the future of work and becoming a driver of change within your organisation.

WHY CHOOSE THIS COURSE?

- **Impact of AI on HR:** explore how AI is redefining recruitment, talent management, and your role. Understand the implications of these disruptive technologies and how they can transform the way you work.

- **Your role in the AI era:** as an HR professional, your role is crucial in the integration of AI. We'll guide you through the challenges and opportunities, preparing you to be a key player in this transition.

- **Concrete action plan:** leave not only with in-depth knowledge of the subject, but also with your "AI-Ready Workforce Canvas"; your HR planning canvas that will help you transform HR and your organisation in the AI era.

- **Interactive and hands-on approach:** through interactive workshops, group discussions, and case studies, you will experience first-hand the application of AI in various HR scenarios.

- **Networking and Community:** take advantage of the opportunity to meet and exchange with HR professionals who share the same challenges, creating a network of support and collaboration.

COURSE CONTENT

Day 1

09:00 - 09:15   Introduction

- Presentation of the day's objectives

09:15 - 10:15   AI, the 4th industrial revolution, a threat or an opportunity for your company?

- AI, ChatGPT, Copilot... What are we talking about?
- What are the current tools and possibilities of (generative) AI?

- Why is AI disruptive?

10:15 - 11:15   WORKSHOP - How can AI be used in everyday HR practice?

- The impact of AI on human ressources
- Adoption of generative AI in HR
- Putting it into practice: ChatGPT: configuration and basic principles
- Introduction to prompt

11:15 - 11:30   Coffee break

11:30 - 12:30   How can AI be used in everyday practice?

- Practical exercises with ChatGPT by use case:
  o Creation of job descriptions, selection processes, interviews
  o Analysis of texts and documents, reports and CVs
  o Writing emails, instructions, rules, internal communication
  o Making presentations, analysing data, managing meetings, etc.

12:30 - 13:30: Lunch

13:30 - 14:30   WORKSHOP - Human or AI, opposition or complementarity?

- How is AI transforming work and the skills required?
- What are the ethical and social challenges and risks of AI?
- Q&A: AI myths, limits and realities
- What type of AI governance should be put in place?

14:30 - 15:30   HR and AI, threat or opportunity?

- What is the future of HR? Trends and changing roles
- Why does HR play a central role in the age of AI?
- Discussions: What are the challenges facing HR in the face of AI?
- How can AI be an asset in the war for talent?

15:30 - 15:45   Coffee break

15:45 - 17:00   WORKSHOP - HR strategy in the era of AI

- How do you put AI & HR on the management committee agenda?
- How can we assess the impact of AI on roles and talent within the company?
- How do you develop an HR strategy for the AI era?
- What corporate culture should be developed in response of AI?

17:00   Conclusion of Day 1

Day 2

09:00 - 11:00   WORKSHOP: the HR plan for a future-proof company

- Assessment of current capabilities and skills and future business needs
- Assessment of the impact of AI on roles and tasks,
- Set up a continuous training, up-skilling and re-skilling programme
- Assessment of new opportunities and roles

11:00 - 11:30   Coffee break

11:30 - 12:30   WORKSHOP: Navigating between challenges and opportunities as HR in the age of AI

- Challenges and opportunities in retraining and workforce adjustment
- Change management strategy
- Communicating change
- Characteristics of a resilient organisation

12:30 - 13:30: Lunch

13:30 - 15:00   Developing a positive technological culture

- Why 'techno-positivity' in corporate culture?
- Components of technological positivity (willing, able and capable)
- How can we assess techno-positivity within the company?
- Collaboration with internal stakeholders (IT, management, etc.)

15:00 - 15:30 Coffee break

15:30 - 16:00   Adopting HRTech for an even more people-friendly HR department

- HRTech overview and solutions
- Redefining your role as HR

16:00 - 17:00 The "AI-Ready Workforce Canvas", your HR strategy for the AI era

- Development of the AI-Ready Workforce Canvas for your company
- Exchange and sharing

17:00   Conclusion and closing

WHO WILL BENEFIT FROM THIS COURSE?

This course is **an essential tool for human resources managers**, **HR Business Partners, Learning & Development managers**, etc. who want to gain an in-depth understanding of how artificial intelligence (AI) can become a major lever for all facets of HR.

Participants will be introduced to **cutting-edge strategies** for integrating AI into HR management in a secure way, improving and optimising processes.

PREREQUISITES

There are no prerequisites for this course.

COURSE DOCUMENTATION & SOFTWARE

The training presentation will be distributed to all training participants in paper and digital format.

Participants will need to bring their PC and have taken out a paid subscription to ChatGPT4 in order to benefit from all the possibilities offered by the tool. We can help you create your ChatGPT account when you arrive at our training center if you wish.