AI for HR: Transforming People Operations with Intelligent Tools

Duration: 5 Days

Language: en

Course Code: PH1 - 143

Objective

Participants will be able to:

- Understand core AI concepts and their applications in human resources.
- Evaluate and select AI tools for recruitment, talent analytics, and employee engagement.
- Apply people analytics for data-driven HR decisions.
- Integrate AI into performance, learning, and workforce planning systems.
- Assess the ethical, legal, and compliance considerations of AI in HR.
- Develop an implementation strategy for AI-enabled HR transformation.

Audience

This programme is ideal for:

- HR Managers & HR Business Partners.
- Talent Acquisition Specialists.
- L&D Managers and Training Leads.
- Organisational Development (OD) Professionals.
- HR Analysts and People Analytics Teams.
- HR Directors seeking digital transformation tools.
- Anyone involved in designing innovative HR processes.

Training Methodology

The course uses a practical approach blending case studies, demonstrations of AI tools, applied analytics exercises, and peer discussions. Concepts are translated into step-by-step HR applications to ensure immediate use at work.

Summary

This specialised training programme equips HR professionals with the knowledge and practical

skills to integrate Artificial Intelligence into modern people management. The course explains how AI enhances recruitment, talent analytics, performance management, learning & development, and employee experience. Participants learn to evaluate AI tools, interpret HR data responsibly, and align AI-driven solutions with organisational strategy while ensuring ethical, transparent, and compliant practices.

By the end of the course, HR leaders and practitioners will be able to implement AI-powered HR processes, optimise workforce decisions, and build a future-ready HR function.

Course Content & Outline

Section 1: Foundations of AI in Human Resources

- Understanding AI, machine learning, NLP, and automation in an HR context.
- The evolution of AI-powered HR systems.
- Mapping AI capabilities to HR functions: recruitment, onboarding, engagement, retention.
- Common myths and misconceptions about AI in the workplace.

Section 2: AI-Driven Talent Acquisition & Recruitment

- Automated sourcing, CV screening, and candidate scoring.
- Using AI chatbots and virtual assistants for candidate experience.
- Predictive models for culture fit and job performance.
- Risks & safeguards: bias reduction, fairness, and transparency.

Section 3: People Analytics & Workforce Insights

- Introduction to people analytics frameworks.
- Using AI to interpret workforce trends, turnover risks, and engagement levels.
- Predictive analytics for succession and capability planning.
- Data visualisation and HR dashboards for strategic decision-making.

Section 4: AI in Performance, Learning & Employee Experience

- AI-powered performance monitoring and objective setting.
- Personalised learning pathways using adaptive learning systems.
- AI tools for continuous feedback and engagement measurement.
- Designing employee experience journeys supported by predictive insights.

Section 5: Ethical, Legal, and Strategic Implementation of AI in HR

- Regulatory considerations: data privacy, consent, transparency, and compliance.
- Ethical frameworks for responsible AI in people management.
- Building trust with employees: communication strategies and change readiness.
- Implementation roadmap: selecting tools, piloting, scaling, and measuring impact.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by the British Assessment Council (BAC) and The CPD Certification Service (CPD), and are certified under ISO 9001, ISO 21001, and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

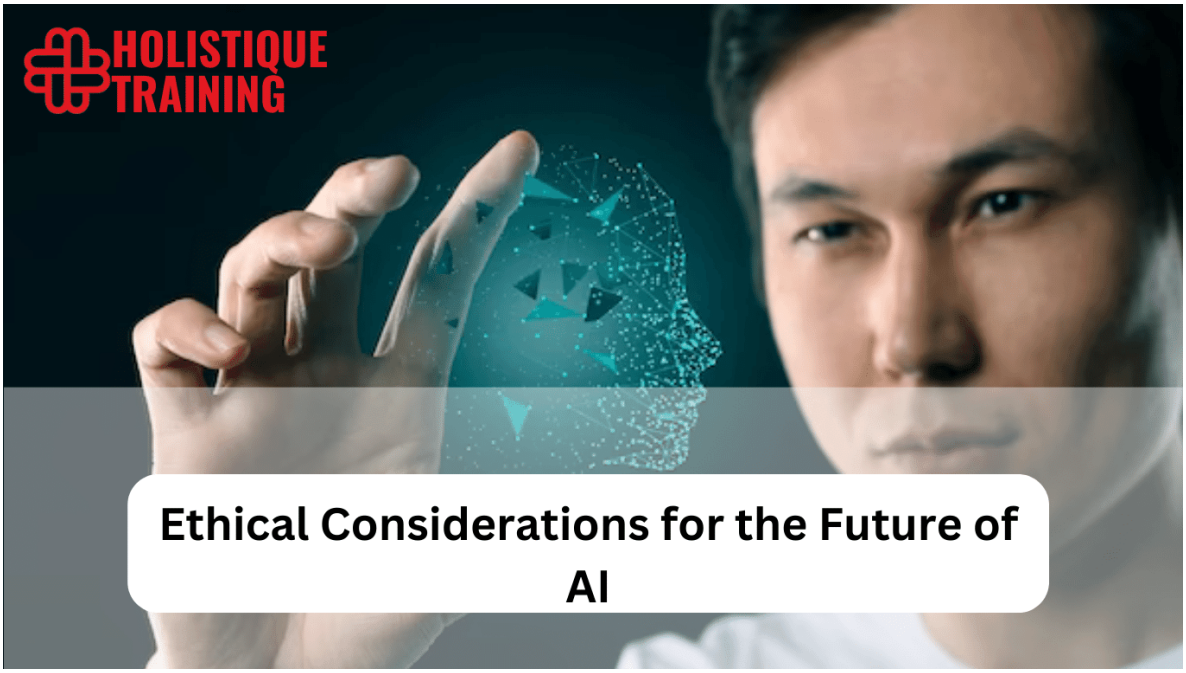
Categories

AI, Data and Visualisation, Human Resources Management (HRM)

Tags

HR, Human Resources, Artificial Intelligence, AI, People Analytics

Related Articles



Ethical Considerations for the Future of AI You Need to Know

In this blog post, we delve into the ethical challenges posed by Artificial Intelligence. Explore real-world examples of ethical dilemmas, understand the principles of AI ethics, and learn how to implement ethics in AI development to ensure a responsible and inclusive AI future.