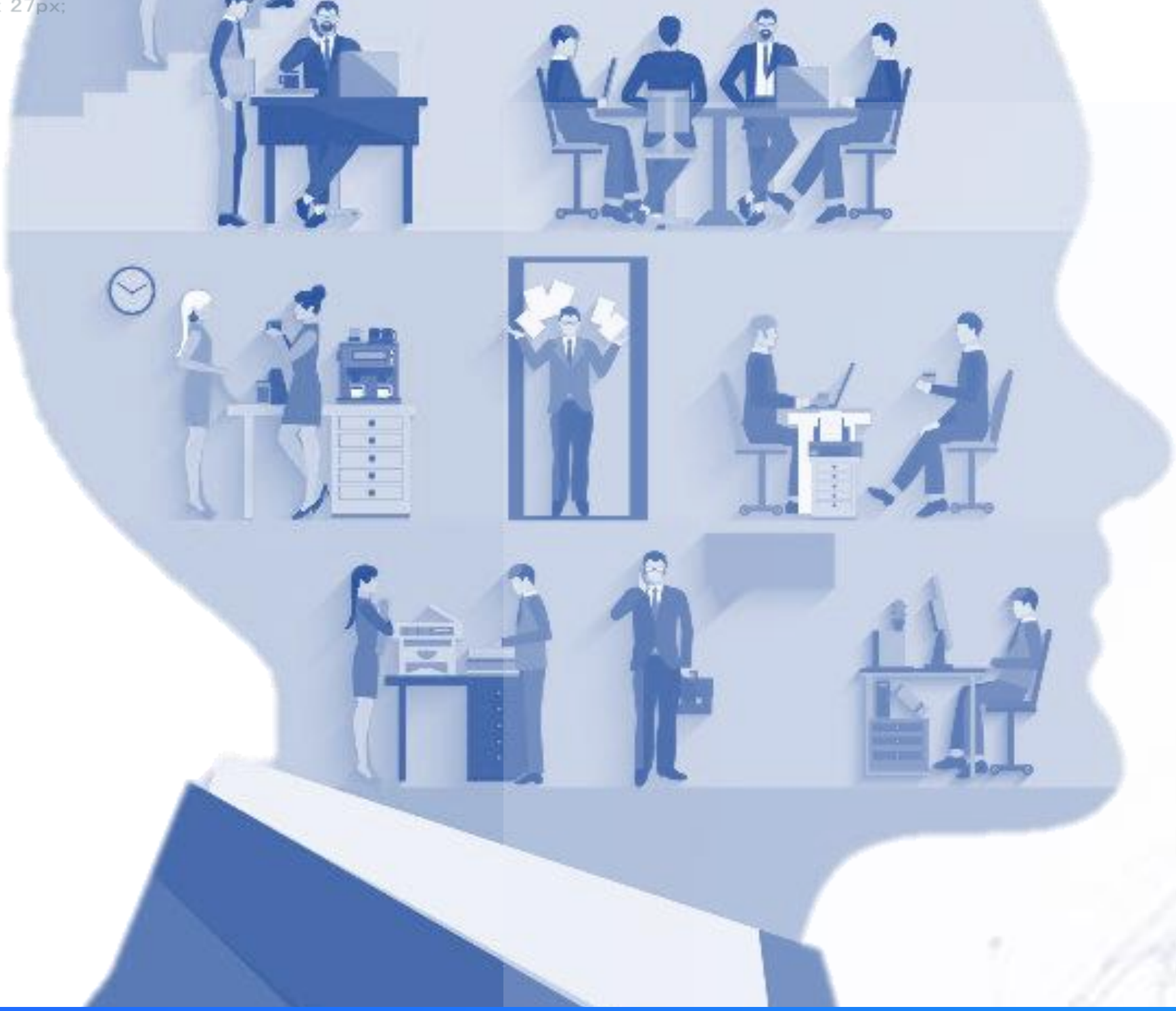


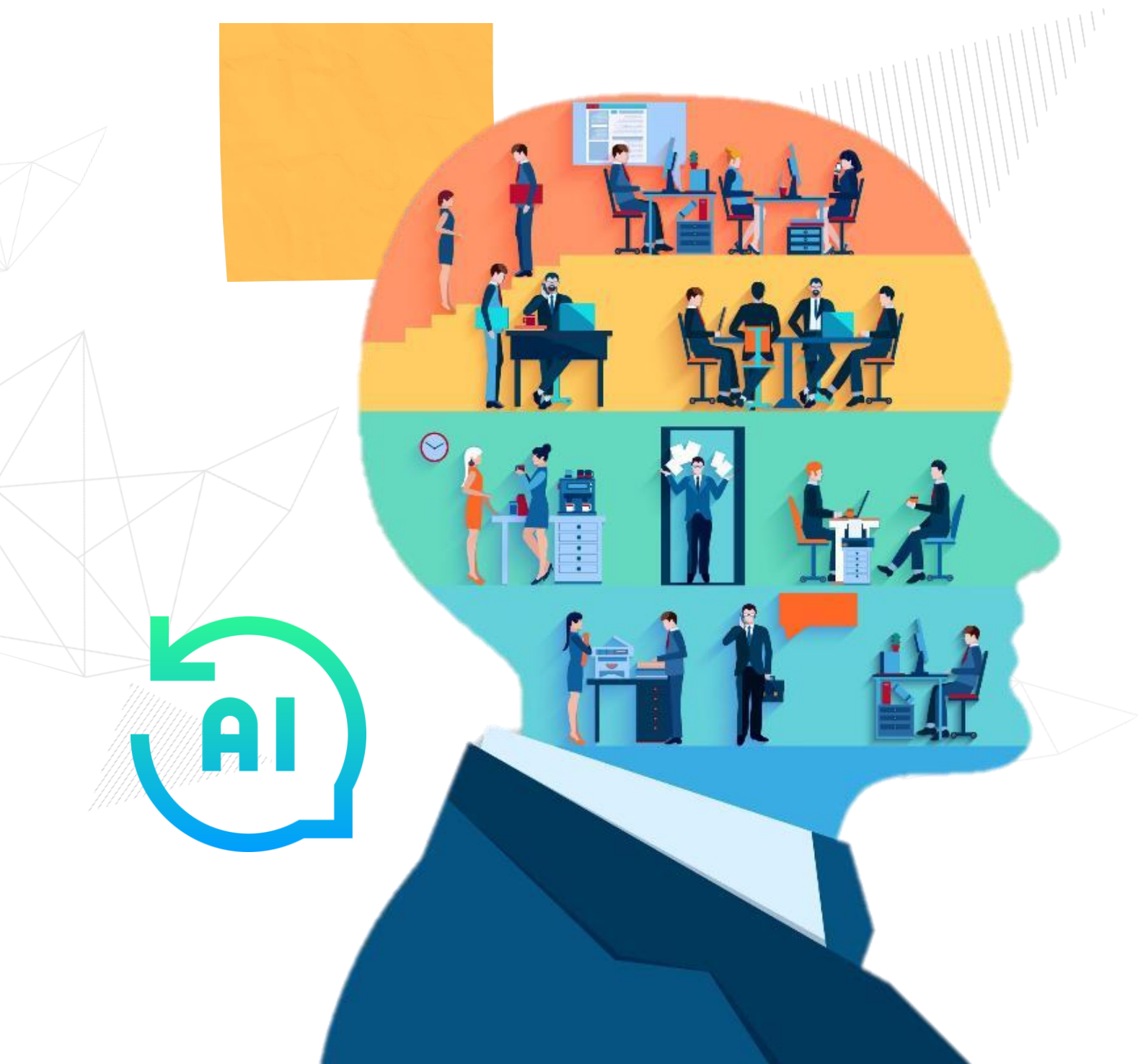
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AI-Driven HR: Enhancing Efficiency, Engagement, and Strategic Impact

Frederik Haentjens

Boxolog.com



1. Overview

Our " AI-Driven HR: Enhancing Efficiency, Engagement, and Strategic Impact " 3-day course is designed to equip HR professionals, managers, and leaders with the knowledge and practical skills to integrate AI into their HR functions. This immersive experience will guide you through the foundational concepts of AI, its transformative applications, and strategic implementation, ensuring you stay ahead in a rapidly evolving field.

Over three days, you will explore how generative AI and other AI tools can revolutionize talent acquisition, learning and development, performance management, and HR analytics. You will learn to navigate the ethical considerations, enhance decision-making with AI-driven insights, and create a strategic roadmap for AI integration. This course emphasizes practical content, ensuring you leave with actionable skills and strategies to boost your productivity and performance as an individual, a professional, and a team.

2. Benefits



- Strategic Advantage: Gain AI knowledge to stay ahead in HR, driving efficiency and innovation.
- Improved HR Efficiency: Streamline HR processes to enhance effectiveness and productivity.
- Data-Driven Decision Making: Make informed, data-driven decisions to reduce biases and improve outcomes.
- Enhanced Leadership: Use AI insights to foster effective leadership.
- Future-Readiness: Prepare for HR's future by adopting AI technologies.
- Ethical Leadership: Lead AI initiatives responsibly, understanding ethical implications.
- Skill Development: Boost team performance with AI-driven skill enhancement.
- Innovative HR Solutions: Innovate HR practices with AI to improve engagement and satisfaction.

3. Methodology

This is a 3-day course that can be delivered in 3 ways,



Virtual

A complete online delivery mode that uses platforms like Mural and Menti, to deliver on teamwork and collaboration during case studies and exercises.



In Person

A complete in-person delivery mode that encourages face-to-face interaction and hands-on learning.



Hyflex

A mix of virtual and in-person delivery mode that includes the option of attending workshops face to face or enjoying the benefits of a fun virtual class.

4. Outcomes

1. Comprehend the strategic role of AI in HR and its transformative impact on various HR functions.
2. Develop and implement ethical AI practices, ensuring fairness and unbiased applications.
3. Enhance data privacy and security when deploying AI in HR.
4. Effectively manage organizational change during AI integration, engaging stakeholders and providing comprehensive training.
5. Evaluate your organization's readiness for AI adoption and develop a strategic AI integration plan.
6. Apply AI solutions to key HR functions such as recruitment, learning and development, performance management, and HR analytics.
7. Leverage AI-driven insights for data-informed decision-making in HR.
8. Identify and mitigate potential risks associated with AI implementation.



5. Equipment

1. Laptop/Computer with internet connection
2. Book with pen/pencil for notes

Using the latest technology and Augmented class exercises using AI



DALL-E



GPT-3

6. Attendees

This course is for HR professionals at all levels, offering skills to integrate AI into HR processes. Managers and team leaders will learn how AI improves efficiency and decision-making. Executives can strategically implement AI to drive innovation. Business leaders will understand AI's impact on HR to align with business goals. Learning and development specialists will discover how AI personalizes training. Talent acquisition professionals will enhance recruitment with AI. HR technology enthusiasts and consultants will gain insights into practical AI applications in HR.

7. Course Instructor

Frederik Haentjens is a Human Capital & Organisational Transformation author, keynote speaker and executive with a focus on Organization Design (OD), Design Thinking, Employee Experience, Digital transformation, innovation and disruption. He blends 20 years of expertise providing a customer-centered yet technologically advanced approach to Digital Transformation.

He helps Middle-Eastern, African and Asian organizations in the public and private sectors to achieve their business challenges and provides coaching to them and their staff in various theories to help achieve long-term goals. Digitalization is one such course, where in Fred dives deep into the technical aspects as well as behavioral elements to develop a sense of transformation among organizations. With his multi-industry experience, Frederik ensures that his clients are capable and prepared to execute current and future organisational strategies and meet business goals.

He is a strategic professional who works directly with senior executives to align leadership vision, behaviors/practices, culture, measures, strategic workforce planning, performance, and organisation development. He is a creative thinker, designer, problem solver, and decision-maker. He has strong communication, interpersonal relations, coaching/mentoring, change management, and collaborative skills.

A portrait of Frederik Haentjens, a man with short grey hair and a goatee, wearing blue-rimmed glasses, a white button-down shirt, and a grey blazer. He is sitting and looking towards the camera.

Frederik Haentjens

8. Course Outline

Module 1: Introduction to AI in HR

DAY 1

This module sets the foundation for understanding AI's impact on HR. Participants will explore the basic concepts of AI, its transformative effects on HR functions, and the importance of ethical considerations. This will prepare them for practical applications in subsequent modules.

1. Understanding AI and Its Impact on HR
2. Transformative Effects of AI
3. Ethical Considerations and Bias Mitigation
4. Data Privacy and Security
5. Change Management for AI Adoption



Module 2: AI in Recruitment

DAY 1

This module focuses on the practical application of AI in recruitment processes. Participants will learn how AI enhances efficiency and effectiveness in recruitment, engage in hands-on exercises, and discuss ethical considerations.

1. AI in Recruitment Processes
2. Practical Applications in Recruitment
3. Case Study
4. Ethical AI in Recruitment
5. Debrief and Sharing Insights



Module 3: AI in Learning and Development

DAY 1

Participants will delve into how AI can personalize learning experiences and improve engagement. Through case studies and practical exercises, they will explore the use of AI in identifying skill gaps and enhancing learning and development.

1. AI for Personalized Learning Paths
2. Skill Gap Analysis
3. Engagement Tracking
4. Case Study
5. Practical Exercises
6. Debrief and Sharing Insights



Module 4: AI in HR Analytics

DAY 2

This module introduces participants to the predictive capabilities of AI in HR analytics. They will learn about workforce planning, employee turnover prediction, and performance forecasting through practical applications and case studies.

1. Introduction to HR Analytics
2. Workforce Planning
3. Employee Turnover Prediction
4. Performance Prediction
5. Case Study
6. Debrief and Sharing Insights



8. Course Outline

Module 5: AI in Leadership and Decision-Making

DAY 2

Focused on enhancing leadership and decision-making, this module explores how AI can support strategic HR decisions. Participants will engage in scenario-based learning and gain insights into overcoming real-world challenges.

1. Strategic HR Decisions with AI
2. Data-Driven Leadership
3. Predictive Analytics in HR
4. Overcoming Challenges
5. Scenario-Based Learning
6. Debrief and Sharing Insights



Module 6: Augmenting Workforce Skills with AI

DAY 2

This module explores how AI can enhance team capabilities and individual performance. Participants will learn about AI driven personalized learning paths, performance management, and collaborative technologies.

1. Skill Enhancement through AI
2. Customized Learning Paths
3. AI in Performance Management:
4. Collaborative Technologies
5. Practical Exercise.
6. Debrief and Sharing Insights



Module 7: Assessing AI Readiness and Strategic Response

DAY 3

This module examines strategic considerations for integrating AI into HR. Participants will learn to assess AI readiness, understand reactive vs. proactive approaches, and develop a strategic plan for AI integration.

1. AI Readiness Assessment
2. Reactive vs. Proactive Approaches
3. Strategic Planning with AI
4. Risk Assessment
5. Case Study Analysis
6. Crafting Your Strategy



Module 8: Value Creation through AI in HR

DAY 3

This module focuses on how AI can enhance HR processes and contribute to business objectives. Participants will learn to measure AI's ROI, improve employee experience, and budget for AI initiatives.

1. Enhancing HR Processes
2. Measuring ROI of AI
3. Improving Employee Experience
4. Innovative HR Solutions
5. Budgeting for AI
6. Calculating AI's ROI



Module 9: Interactive Case Study and Application

DAY 3

This final module combines theoretical discussions with practical application. Participants will discuss future trends and ethical considerations before engaging in a hands-on case study to apply AI strategies to real-life scenarios.

1. Future Trends in AI and HR
2. Ethical Considerations in AI
3. Practical Challenges in AI Implementation
4. Risk-Benefit Analysis
5. Collaborative Problem-Solving
6. Presentation and Feedback
7. Wrap-Up and Reflections

