AI-Powered HR Strategy and Talent Management Training Course

02 - 06 Nov 2026

Lisbon

4500 € (Per Person)

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Course Introduction / Overview:

The integration of Artificial Intelligence into Human Resources is no longer a futuristic concept but a present-day imperative for competitive organizations. This course provides a comprehensive roadmap for leveraging AI to transform HR functions from administrative hubs into strategic business partners. We will explore the full spectrum of AI applications, from automating recruitment processes to predicting employee turnover and personalizing development paths. Drawing on insights from thought leaders like Tomas Chamorro-Premuzic and concepts discussed in works such as "The Talent Delusion", this program delves into the practical and ethical dimensions of implementing AI in talent management. Participants will learn to build a robust business case for AI adoption, select the right technologies, and navigate the challenges of data privacy and algorithmic bias. BIG BEN Training Center has designed this course to be intensely practical, equipping you with the strategic foresight and technical understanding needed to lead your organization's HR digital transformation and unlock the full potential of your workforce through intelligent technology. This is a journey from A to Z in mastering AI for strategic human capital management.

Target Audience / This training course is suitable for:

- Human Resources Directors and VPs.
- Talent Management Specialists.
- Recruitment and Talent Acquisition Managers.
- HR Business Partners.
- Learning and Development Professionals.
- Organizational Development Consultants.
- HRIS and HR Technology Managers.
- Line Managers and Department Heads involved in talent decisions.

Target Sectors and Industries:

- Technology and Software Development.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Retail and E-commerce.
- Manufacturing and Engineering.
- Professional and Consulting Services.
- Telecommunications.
- Government Agencies and Public Sector Organizations.

Target Organizations Departments:

- Human Resources Department.
- Talent Acquisition and Recruitment.
- Learning and Development.
- Organizational Development.
- Compensation and Benefits.
- Employee Relations.
- Information Technology (supporting HR systems).
- Strategic Planning and Corporate Development.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop a strategic roadmap for integrating AI into existing HR workflows.
- Evaluate and select appropriate AI-powered HR tools for recruitment and talent management.
- Apply predictive analytics for talent acquisition, retention, and succession planning.
- Design AI-driven systems for personalized employee learning and development.
- Utilize AI for sentiment analysis to enhance employee engagement and experience.
- Implement HR chatbots and automation for improved operational efficiency.
- Identify and mitigate ethical risks, including algorithmic bias and data privacy concerns.
- Champion the business case for AI investment in HR to senior leadership.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be immersive, interactive, and directly applicable to real-world business challenges. This course moves beyond theoretical lectures to foster a deep, practical understanding of AI in HR. Participants will engage in a dynamic blend of expert-led presentations, interactive group discussions, and collaborative workshops. A core component of the methodology involves the analysis of real-world case studies from leading global companies that have successfully implemented AI in their HR functions. This allows participants to dissect strategies, learn from successes, and understand potential pitfalls. Team-based exercises will challenge participants to design AI implementation roadmaps and develop ethical guidelines for a hypothetical organization. Practical sessions will provide simulated exposure to AI-powered HR dashboards and analytics tools. Continuous feedback from the instructor and peers is integrated throughout the course, ensuring a rich learning environment that encourages critical thinking and strategic problem-solving. The focus is on building tangible skills and a strategic mindset that can be immediately applied within the participant's organization.

Course Agenda (Course Units):

Unit One: Foundations of AI in Human Resources

- Introduction to Artificial Intelligence, Machine Learning, and NLP for HR.
- The evolution of HR technology and the rise of AI.
- Building the business case for AI adoption in HR functions.
- Understanding the strategic impact of AI on workforce planning.
- Key performance indicators for measuring AI-HR initiative success.
- Overview of the current AI-HR technology landscape.
- Aligning AI strategy with overall business objectives.

Unit Two: AI-Powered Talent Acquisition and Recruitment

- Automating the recruitment funnel with AI sourcing and screening tools.
- Utilizing predictive analytics to identify high-potential candidates.
- Implementing AI-powered chatbots for candidate engagement and scheduling.
- Enhancing the candidate experience through personalization.
- Techniques for reducing bias in AI-driven recruitment algorithms.
- Analyzing case studies of successful AI implementation in talent acquisition.
- Integrating AI tools with existing Applicant Tracking Systems (ATS).

Unit Three: AI in Talent Management and Employee Development

- Leveraging AI for data-driven performance management and feedback.
- Creating personalized learning and development paths with AI recommendations.
- AI-driven succession planning and high-potential employee identification.
- Enhancing internal mobility and career pathing with intelligent platforms.
- Using AI to analyze skills gaps and forecast future talent needs.
- Gamification and AI in employee training programs.
- The role of AI in coaching and mentorship.

Unit Four: Enhancing Employee Engagement and Experience with AI

- Applying Natural Language Processing (NLP) for employee sentiment analysis.
- Using predictive analytics to identify and mitigate employee turnover risks.
- Deploying AI-powered tools for real-time feedback and pulse surveys.
- Personalizing the total rewards and benefits experience.
- AI's role in creating a more inclusive and diverse workplace.
- Automating HR service delivery and internal helpdesks.
- Case studies on improving the overall employee lifecycle journey with AI.

Unit Five: Strategic Implementation, Ethics, and the Future of HR

- Developing a phased AI-HR implementation roadmap.
- Managing change and fostering user adoption for new HR technologies.
- Navigating data privacy, security, and compliance (e.g., GDPR).
- Addressing the ethical implications and challenges of AI in the workplace.
- Strategies for building an AI-ready HR team and skillset.
- The future of the HR profession in an AI-augmented world.
- Final project: Creating a strategic AI-HR proposal for your organization.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

As AI automates transactional HR tasks, how must the strategic role of the HR professional evolve to maintain its human-centric value and influence?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by focusing on strategic integration rather than mere technological proficiency. While many programs concentrate on the features of specific AI tools, our curriculum is designed to cultivate the strategic mindset required to lead an AI-driven HR transformation. We emphasize the 'why' and 'how' behind the technology, enabling participants to build a compelling business case, design a cohesive implementation roadmap, and measure the true impact of AI on organizational goals. A significant portion of the course is dedicated to the critical and often-overlooked areas of ethics, bias mitigation, and data privacy, ensuring participants are prepared to deploy AI responsibly. The learning experience is enriched with carefully selected, up-to-date case studies that provide practical insights into the successes and challenges faced by real-world organizations. Rather than just learning about AI, participants will engage in simulations and strategic exercises that mirror the complex decisions they will face in their roles. This program is about shaping future-ready HR leaders, not just proficient software users.