Course : Anticipating the Jobs of Tomorrow in the Age of AI

Map out the impacts, build skills, and drive an inclusive transformation

Practical course - 2d - 14h00 - Ref. RDU

Price : 1620 € E.T.

NEW

Artificial intelligence is profoundly transforming jobs, skills, and organizational structures. Beyond automating certain tasks, it is giving rise to new roles, redefining key skills, and forcing companies to rethink their talent development strategies. This training enables decision-makers, HR leaders, and managers to anticipate these changes, assess their impact on their organization, and develop a people-centered support strategy.

Teaching objectives

At the end of the training, the participant will be able to:

- Analyze the impacts of artificial intelligence on jobs, skills, and organizations over the next 1 to 3 years
- Map the effects of AI on your organization's operations, jobs, and augmented human capital
- Develop an AI upskilling and reskilling strategy that integrates technical, interpersonal, and ethical skills
- Develop an AI change management approach that fosters engagement, trust, and ownership of the transformations
- Foster a culture of responsible AI that balances performance, inclusion, security, and employee development

Intended audience

Human resources directors and managers, training managers, workforce planning managers, transformation managers, managers, HR project managers, organizational consultants, executives, and anyone involved in anticipating changes in job roles and skills.

Prerequisites

None

PARTICIPANTS

Human resources directors and managers, training managers, workforce planning managers, transformation managers, managers, HR project managers, organizational consultants, executives, and anyone involved in anticipating changes in job roles and skills.

PREREQUISITES

None

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

Practical details

A mix of theoretical instruction, sharing of experiences, and hands-on exercises. Case studies from various industries based on documented feedback. Collaborative workshops, small-group work, simulations, and role-playing exercises. Use of competency mapping tools, impact analysis matrices, and strategic frameworks.

Course schedule

1 Understanding the Changes in the Future of Work in the Age of AI

- Identify major developments in generative, predictive, and multimodal AI, as well as autonomous AI agents
- Analyze the changes in the Future of Work and their implications for the jobs of tomorrow
- Understanding the Rise of Hybrid Organizations That Combine Human Intelligence, Automation, Generative AI, and Digital Agents
- Distinguish between automated, augmented, supervised, and human-mediated activities
- Assess the impacts of automation on operational, administrative, service, and knowledge-based roles

Hands-on work

Collaborative analysis of prospective scenarios with a 1- to 3-year time horizon. Working in small groups, participants examine several real-world examples of how AI is transforming various business functions (HR, finance, marketing, legal, customer support, management). Mapping of new interactions between humans, AI agents, and automated systems. Group debriefing focusing on the concepts of augmented human capital and hybrid organizations.

2 Mapping the Impacts of AI on Jobs, Skills, and Organizations

- Break down a job into its activities, responsibilities, decision-making processes, and the skills required
- Identify what AI automates, assists, enhances, displaces, or transforms in professional activities
- Identifying the critical skills that are becoming increasingly valuable in an AI-enhanced environment
- Identify organizational vulnerabilities, dependency risks, and new opportunities revealed by AI
- Develop a map of business impacts that incorporates operational, human, and strategic dimensions

Hands-on work

Mapping workshop tailored to the participants' professions. Working in pairs, participants will conduct a multi-criteria analysis of a target position using an evaluation grid that considers automation, scaling up, relocation of activities, emerging risks, and opportunities for value creation. They will produce an impact matrix and present their findings collectively to identify transformation priorities.

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

3 Developing a Human-Centered AI Upskilling and Reskilling Strategy

- Identify the technical skills required to use generative AI and AI agents
- Develop human skills enhanced by AI: creativity, judgment, interpersonal skills, and cooperation
- Incorporate critical thinking, responsibility, ethics, and decision-making skills into skill-development programs
- Prioritize AI upskilling and reskilling initiatives based on business challenges and the target populations
- Develop a skills roadmap that balances performance, employability, and human development

Hands-on work

Case Study: A Common Thread. In groups, design a skills development plan for an organization facing a transformation of its business lines. Participants identify the technical, behavioral, and ethical skills to be developed, select appropriate training methods, and create a phased action plan. Presentation and cross-group discussion of the recommendations.

4 Successfully Managing AI-Driven Change and Supporting Human Transformation

- Identify the resistance mechanisms and fears associated with the introduction of AI in the workplace
- Understanding the challenges of perceived demotion, loss of legitimacy, professional obsolescence, and cognitive fatigue
- Develop transparent and engaging communication around AI projects
- Create an environment of trust that fosters experimentation, learning, and the adoption of new practices
- Position the manager as a facilitator of transformation and a guarantor of the meaning behind these changes

Role-playing

Scenarios and role-playing exercises. Participants work through various scenarios related to AI-driven change management: concerns about the future of their profession, resistance to using an AI tool, loss of confidence in their acquired skills, or cognitive overload associated with new ways of working. In groups, participants develop a plan for employee support that incorporates communication, active listening, training, and managerial support.

5 Developing a responsible, inclusive, and value-creating AI culture

- Define the principles of a responsible AI culture that balances innovation, security, ethics, and inclusion
- Identify the risks associated with Shadow AI and implement appropriate preventive measures
- Develop a clear, practical AI policy that all employees can understand
- Develop indicators and a barometer for the responsible use of AI to encourage beneficial and responsible practices
- Rethinking AI's promise of productivity to create greater value, autonomy, quality of life at work, and engagement

Hands-on work

Collaborative workshop to develop a responsible AI charter and a usage barometer. Working in small groups, participants develop concrete guidelines regarding privacy, security, ethics, the use of AI agents, and the prevention of Shadow AI. They also define metrics to assess the actual benefits of AI for employees, the organization, and the quality of work. Group presentation and formalization of an action plan that can be directly implemented within the company.

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Dates and locations

REMOTE CLASS
2026 : 30 Nov.

2027 : 15 Feb., 27 May, 6 Sep., 4 Nov.

PARIS LA DÉFENSE
2027 : 8 Feb., 20 May, 30 Aug., 28 Oct.