Course : HR: Transforming Talent Management with AI

Develop and retain your talent with responsible, high-performance AI

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

Price : 1620 € E.T.

NEW

Artificial intelligence is fundamentally redefining talent management practices, from skills acquisition to employee retention. HR departments must now leverage the capabilities of AI to improve decision-making, anticipate future needs, and personalize career paths, while managing the associated legal and ethical risks. This training course helps participants identify high-value-added applications, understand the organizational impacts of AI, and develop a pragmatic approach to integrating AI into the HR function.

Teaching objectives

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

- Map AI use cases throughout the talent lifecycle and assess their added value for the organization
- Build a dynamic competency framework by leveraging AI's analytical and recommendation capabilities
- Leveraging AI to Anticipate Skills Needs and Manage Internal Mobility as Part of Workforce Planning
- Analyze the legal, ethical, and organizational risks associated with the use of AI in HR processes
- Develop an operational roadmap for integrating AI into your HR function using measurable performance metrics

Intended audience

Human Resources Directors and Managers, HR Development Managers, Recruitment Managers, Talent Management Managers, HR Business Partners, Training Managers, Workforce Planning Managers, HR Transformation Managers, and HR Consultants.

Prerequisites

None

PARTICIPANTS

Human Resources Directors and Managers, HR Development Managers, Recruitment Managers, Talent Management Managers, HR Business Partners, Training Managers, Workforce Planning Managers, HR Transformation Managers, and HR Consultants.

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 methodological presentations, demonstrations, case studies, and hands-on workshops. Individual exercises, pair work, and small-group activities.

Course schedule

1 Understanding the Impact of AI on Talent Management

- Identify the main types of AI used in HR processes: generative AI, predictive AI, analytical AI, and chatbots
- Analyze changes in the role of the HR function in the face of automation and an increase in decision-making
- Mapping the Stages of the Talent Lifecycle Affected by AI
- Assess the expected benefits: increased productivity, improved employee experience, better decision-making, and personalized employee journeys
- Identifying the Current Limitations of AI Solutions Applied to Human Resources

Hands-on work

Conducting a collaborative workshop in small groups aimed at mapping participants' HR processes and identifying opportunities for using AI. Collective analysis of several case studies of companies that have integrated AI into their HR practices. Development of a "business value/feasibility" matrix to prioritize high-impact use cases.

2 Using AI to Recruit and Develop Talent

- Leveraging AI to Optimize Sourcing and Identification of Desired Candidates
- Develop evaluation criteria for candidates based on an objective competency framework
- Use AI assistants to write job postings, prepare for interviews, and review applications
- Customize onboarding and development pathways using AI-generated recommendations
- Measuring the Impact of AI on Improving the Candidate and Employee Experience

Hands-on work

A case study conducted in pairs based on a recruitment need. Use of generative AI tools to create a job posting, develop an interview guide, and analyze candidate profiles. Workshop to critically evaluate the results obtained in order to identify potential biases and determine corrective actions to be implemented.

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 Building a Dynamic Competency Framework and Managing Talent

- Identify the strategic competencies needed to transform the organization
- Developing a dynamic competency framework based on data related to business functions, jobs, and training
- Using AI to Identify Emerging Skills and Skills Gaps
- Align available talent with the company's current and future needs
- Develop personalized skill-building pathways based on the analyses conducted

Hands-on work

Workshop on designing an AI-assisted competency framework. Participants work in groups on a business case study and map out key competencies. The exercise involves analyzing the gaps between current competencies and target competencies in order to propose tailored development action plans.

4 Implement AI-Enhanced Workforce Planning

- Analyze relevant HR data to anticipate future workforce and skills needs
- Use AI predictive models to identify risks of shortages or overcapacity
- Identify opportunities for internal mobility and talent reassignment
- Define prospective scenarios for the evolution of occupations and skills
- Develop performance metrics to track the effectiveness of the actions taken

Hands-on work

Group case study on a business transformation scenario. Analysis of simplified HR data to identify skills gaps and future needs. Development of a workforce planning strategy that incorporates internal mobility, recruitment, and skills development. Group presentation and comparison of the scenarios developed.

5 Managing the Use of AI in HR and Developing a Roadmap

- Identify the regulatory requirements applicable to the use of AI in HR processes, including the GDPR and the European AI Act
- Analyze the risks associated with algorithmic bias, discrimination, and a lack of transparency in systems
- Define the principles of responsible AI governance within the HR function
- Develop performance and monitoring metrics for HR AI projects
- Developing a roadmap for gradual integration tailored to your organizational context

Hands-on work

Individual HR AI maturity assessment based on a provided evaluation grid. Collaborative workshop to develop a best-practices charter for the use of AI in human resources. Development of a customized roadmap incorporating priorities, success metrics, risks, stakeholders, and a deployment timeline. Presentation of action plans to the group with peer feedback.

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Dates and locations

REMOTE CLASS
2026 : 3 Dec.

2027 : 18 Feb., 31 May, 9 Sep., 15 Nov.

PARIS LA DÉFENSE
2027 : 11 Feb., 24 May, 2 Sep., 8 Nov.