

# CERTIFIED AI - HUMAN RESOURCES DYNAMICS STRATEGIST

## **COURSE OVERVIEW**

This advanced training program equips HR professionals with cutting-edge expertise in leveraging artificial intelligence to redefine human capital strategies. Drawing on the latest research and dynamic workforce models, the course emphasizes the synergy between AI-driven insights and strategic HR practices. Through immersive learning and practical application, participants will gain the knowledge to drive digital transformation, enhance decision-making, and foster organizational agility. Designed to future-proof HR leadership capabilities, this course delivers impactful strategies tailored for modern enterprises operating in rapidly evolving environments.

## **TARGET COMPETENCIES**

- Strategic foresight
- AI integration
- Workforce intelligence
- Change enablement
- Data fluency
- Ethical governance
- Human-AI collaboration

## **COURSE OBJECTIVES**

By completely attending this course, participants will be able to:

- Evaluate the strategic role of AI in human capital management
- Integrate AI tools into workforce planning and talent analytics
- Interpret data-driven insights to inform HR decision-making
- Design ethical AI governance frameworks for HR practices
- Lead organizational change through intelligent automation
- Align AI strategies with human-centered workforce models
- Enhance employee experience through predictive engagement tools
- Transform HR capabilities for future-readiness and agility

## **TARGET AUDIENCE**

- Mid-level HR professionals aspiring to move into strategic roles
- Senior HR associates managing departmental teams
- HR business partners working on organizational change
- Human capital strategists and organizational development consultants
- Talent management leaders and employee engagement experts

# COURSE METHODOLOGY

The course combines expert-led instruction, real-world case analysis, simulations, and interactive group exercises to promote practical application and strategic insight.

## COURSE OUTLINE

### **STRATEGIC FORESIGHT**

- Identifying trends shaping the future of work
  - Scenario analysis frameworks
  - Impact of digital disruption
  - Predictive modeling tools
- Evaluating industry-specific AI transformations
  - AI applications in HR sectors
  - Global benchmark studies
  - Sectoral impact assessment
- Mapping talent landscapes
  - Workforce gap analysis
  - Emerging roles and skills
  - Succession planning dynamics
- Envisioning future-ready HR structures
  - Agile HR operating models
  - Hybrid workforce integration
  - Strategic workforce design
- Building foresight into HR strategy
  - Trend mapping tools
  - Risk identification models
  - Strategic scenario planning

### **AI INTEGRATION**

- Understanding AI technologies in HR
  - Natural language processing tools
  - Machine learning algorithms
  - Computer vision applications
- Automating recruitment processes
  - AI in resume screening
  - Chatbot-driven interviews
  - Bias mitigation mechanisms
- Enhancing performance management
  - AI-based feedback systems
  - Continuous performance tracking
  - Sentiment analysis in reviews
- Leveraging AI for learning and development
  - Personalized learning platforms
  - Predictive learning analytics
  - Upskilling path recommendations
- Deploying AI in HR operations
  - Robotic Process Automation (RPA)
  - Self-service HR tools
  - Digital employee assistants

### **WORKFORCE INTELLIGENCE**

- Interpreting talent analytics
  - Predictive turnover modeling
  - Employee lifetime value
  - Retention heatmaps
- Linking analytics to HR strategy
  - KPI alignment models
  - Strategic dashboard design
  - Cross-functional data insights
- Real-time people analytics
  - Live pulse surveys
  - Dynamic engagement dashboards
  - Performance heatmaps
- AI-powered succession planning
  - Future role mapping
  - Capability-based matching
  - Pipeline visualization tools
- Metrics that matter in modern HR
  - Productivity analytics
  - Experience metrics
  - Cultural indicators

### **CHANGE ENABLEMENT**

- Understanding the human side of transformation
  - Resistance management models
  - Emotional response mapping
  - Engagement phase planning
- Communicating change with impact
  - Strategic storytelling
  - Empathy-centered messaging
  - Multichannel communication
- Change readiness assessments
  - Organizational diagnostics
  - Capability gap analysis
  - Risk readiness scores
- Embedding change through culture
  - AI-aligned values development
  - Inclusion of digital ethics
  - Adaptive behavior modeling
- Driving adoption of AI in HR
  - Pilot project design
  - Champion networks
  - Feedback loops integration

To register or for complete course information

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# COURSE OUTLINE

## **DATA FLUENCY**

- Developing HR data literacy
  - Understanding data taxonomies
  - Interpreting statistical outputs
  - Identifying misleading trends
- Building effective dashboards
  - Visualization best practices
  - Dynamic KPI reporting
  - Interactive data storytelling
- Ensuring data privacy and compliance
  - GDPR fundamentals
  - Consent management
  - Data minimization protocols
- Managing large datasets
  - Cloud HR platforms
  - Structured vs. unstructured data
  - Data cleaning and validation
- Aligning data to decisions
  - Strategic data mapping
  - Decision impact analytics
  - Predictive decision-making

## **ETHICAL GOVERNANCE**

- Understanding AI ethics in HR
  - Bias and fairness principles
  - Transparent algorithm design
  - AI accountability policies
- Establishing ethical HR frameworks
  - Ethical review boards
  - HR tech assessment tools
  - Stakeholder input integration
- Creating responsible AI policies
  - AI usage declarations
  - Algorithmic audit procedures
  - Third-party compliance checks
- Navigating legal implications
  - Employment law and AI
  - Algorithmic discrimination risks
  - Global legal landscapes
- Building trust in AI-driven HR
  - Transparent communication
  - Employee consent frameworks
  - Ethical tech culture

## **HUMAN-AI COLLABORATION**

- Balancing tech and human judgment
  - Augmented decision-making
  - Trust in machine outputs
  - Human-in-the-loop systems
- Designing collaborative workflows
  - HR-AI task distribution
  - Role redesign strategies
  - Workflow automation mapping
- Empowering employees with AI
  - Upskilling for AI tools
  - AI-supported self-service
  - Learning in the flow of work
- AI and leadership decision-making
  - Scenario modeling tools
  - Insight-powered strategic decisions
  - Board-level AI reporting
- Humanizing digital transformation
  - Empathy-led tech design
  - Co-creation practices
  - Inclusion in transformation strategy