

ADVANCED COURSE IN AI- POWERED HUMAN RESOURCES STRATEGY



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TRAINING CENTER



Introduction

The Advanced Course in AI-Powered Human Resources Strategy Training Course prepares HR leaders to integrate artificial intelligence into workforce planning and talent decisions. Organizations now rely on data and automation to strengthen recruitment, retention, and employee development. This course explores how predictive analytics, machine learning, and AI-driven platforms can transform HR strategy from reactive to proactive. Participants examine real applications of AI in talent acquisition, performance management, and workforce planning. Furthermore, the course addresses ethical considerations and governance frameworks needed to use AI responsibly in HR decisions. As a result, learners gain the confidence to lead AI adoption within their HR functions. By the end, participants will apply proven AI-powered HR strategies within their own organizations.

Advanced Course in AI-Powered Human Resources Strategy Course Objectives

- Apply predictive analytics to forecast workforce and talent needs
- Use machine learning models to improve recruitment decision-making
- Evaluate AI-powered applicant tracking systems and chatbots
- Build AI governance frameworks that ensure ethical HR decisions
- Apply people analytics dashboards to monitor workforce trends
- Design AI-supported performance management processes
- Assess bias risks in AI recruitment and selection tools
- Integrate AI insights into strategic workforce planning
- Use natural language processing tools for employee sentiment analysis
- Present an AI-powered HR strategy roadmap to leadership

Course Methodology



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- Interactive lectures covering AI concepts and HR technology trends
- Case study analysis of organizations using AI in HR strategy
- Hands-on workshops exploring AI-powered HR platforms and dashboards
- Group exercises building AI governance and ethics frameworks
- Practical simulations of AI-driven recruitment and performance scenarios
- Peer feedback sessions on AI-powered HR strategy roadmaps

Who Should Take This Course

- HR directors and heads of HR strategy
- Talent acquisition and workforce planning leaders
- HR technology and people analytics professionals
- HR business partners exploring digital transformation
- C-suite executives overseeing workforce innovation
- Consultants advising on AI adoption in HR

Advanced Course in AI-Powered Human Resources Strategy Course Outlines

Day 1: Foundations of AI in Human Resources

- Define artificial intelligence and its relevance to HR strategy
- Explore key AI technologies used in workforce management
- Review trends shaping AI adoption across HR functions
- Identify opportunities for AI to improve HR processes
- Introduce people analytics as a foundation for AI strategy
- Assess organizational readiness for AI-powered HR



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- Examine case studies of early AI adoption in HR

Day 2: AI-Powered Talent Acquisition

- Apply machine learning models to improve candidate screening
- Evaluate AI-powered applicant tracking systems and chatbots
- Assess bias risks in AI recruitment and selection tools
- Use predictive analytics to forecast hiring needs
- Design fair and transparent AI-driven hiring processes
- Test AI recruitment tools against real hiring scenarios
- Review governance practices for AI in talent acquisition

Day 3: AI in Performance and Workforce Planning

- Design AI-supported performance management processes
- Apply predictive analytics to workforce planning decisions
- Use people analytics dashboards to monitor workforce trends
- Identify skills gaps using AI-driven workforce insights
- Align AI-driven performance data with career development
- Build succession planning models using predictive analytics
- Evaluate the accuracy and fairness of performance AI tools

Day 4: AI Governance and Ethical HR Practices

- Build AI governance frameworks that ensure ethical decisions
- Address data privacy and security risks in HR AI systems
- Apply frameworks to detect and reduce algorithmic bias
- Establish accountability structures for AI-driven HR decisions



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- Use natural language processing tools for employee sentiment analysis
- Review regulatory considerations affecting AI use in HR
- Discuss transparency practices for AI-powered HR decisions

Day 5: Building an AI-Powered HR Strategy

- Integrate AI insights into strategic workforce planning
- Align AI adoption with overall organizational strategy
- Build a roadmap for scaling AI-powered HR initiatives
- Develop change management plans for AI adoption
- Measure the impact of AI-powered HR strategy initiatives
- Present an AI-powered HR strategy roadmap to leadership
- Summarize key takeaways and next steps

Conclusion

By successfully completing the Advanced Course in AI-Powered Human Resources Strategy, participants will gain practical knowledge of predictive analytics, AI-driven talent acquisition, and performance management. They will also acquire the skills to build governance frameworks that ensure ethical and fair AI use in HR. Furthermore, participants will understand how to align AI adoption with broader workforce strategy. Gentex Training Center's Advanced Course in AI-Powered Human Resources Strategy Training Course prepares HR leaders to build data-driven, future-ready HR functions.

FAQs





Q1 What is the "Advanced Course in AI-Powered Human Resources Strategy" course about?

This course explains how HR leaders can apply artificial intelligence to strengthen recruitment, performance management, and workforce planning. It focuses on practical AI tools and governance frameworks that help HR teams make data-driven, ethical, and strategic decisions.

Q2 What are the key benefits of the "Advanced Course in AI-Powered Human Resources Strategy" course?

Participants gain the ability to forecast workforce needs accurately, improve hiring decisions with predictive tools, and reduce bias in AI-driven processes. The course also strengthens leadership skills needed to guide AI adoption across HR functions.

Q3 What skills will I gain from the "Advanced Course in AI-Powered Human Resources Strategy" course?

Learners develop skills in predictive analytics, AI-driven recruitment evaluation, AI governance framework building, and people analytics interpretation. These four core skills allow HR leaders to apply AI responsibly across talent and workforce decisions.

Q4 What tools, methods, or standards are covered in the "Advanced Course in AI-Powered Human Resources Strategy" course?

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The course covers AI-powered applicant tracking systems, people analytics dashboards, natural language processing tools, and AI governance frameworks. Participants also explore predictive analytics models used for workforce and succession planning.

Q5 How is the "Advanced Course in AI-Powered Human Resources Strategy" course applied in real-world practice?

Participants apply course concepts by testing AI recruitment tools, building workforce planning dashboards, and drafting AI governance policies. These exercises prepare learners to lead real AI adoption projects and present strategy roadmaps within their organizations.

