

AI IN HR MANAGEMENT



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TRAINING CENTER



Introduction

AI in HR Management Training Course prepares HR leaders and managers to steer their organizations through the strategic adoption of artificial intelligence. Business leaders increasingly ask HR to justify technology investments, manage risk, and demonstrate measurable value from digital initiatives. This course guides participants through the managerial side of AI adoption, covering strategy formulation, change leadership, and governance of AI-driven HR systems. Furthermore, it examines how HR managers can build cross-functional buy-in and manage the human side of technology transformation. Participants will learn to develop AI adoption roadmaps and lead teams through digital change with confidence. As a result, they will leave equipped to manage AI-driven HR transformation at a strategic, organizational level.

AI in HR Management Course Objectives

- Develop AI adoption strategies aligned with organizational goals
- Apply change management models to lead AI-driven HR transformation
- Build business cases for AI investment using cost-benefit analysis
- Design AI governance structures for HR decision-making
- Apply the RACI framework to clarify AI project accountability
- Lead cross-functional teams through AI implementation projects
- Manage vendor relationships for AI-powered HR platforms
- Apply risk management frameworks to AI-driven HR decisions
- Build change readiness plans for AI adoption across departments
- Evaluate AI project success using strategic performance indicators

Course Methodology

- Interactive lectures on AI strategy and management principles

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- Case study analysis of organizations managing AI transformation
- Group workshops on building AI adoption roadmaps
- Simulation exercises on leading cross-functional AI projects
- Practical sessions on vendor evaluation and risk management
- Role-play exercises on managing stakeholder resistance
- Continuous Q&A throughout each session

Who Should Take This Course

- HR directors and senior HR managers
- HR business partners leading digital transformation
- Change management professionals in HR functions
- Organizational development leaders
- HR technology project managers
- Senior executives overseeing HR strategy

AI in HR Management Course Outlines

Day 1: Strategic Foundations of AI in HR Management

- Overview of AI's role in strategic HR management
- Aligning AI adoption with organizational strategy
- Assessing organizational readiness for AI transformation
- Identifying priority areas for AI investment in HR
- Building a strategic vision for AI-driven HR
- Common pitfalls in managing AI adoption
- Case study: HR leaders driving AI strategy





Day 2: Building the Business Case for AI

- Structuring cost-benefit analysis for AI investments
- Estimating return on investment for HR technology
- Comparing AI vendor solutions using evaluation criteria
- Presenting AI business cases to senior leadership
- Budgeting for AI implementation and maintenance
- Managing procurement processes for AI platforms
- Workshop: drafting an AI investment business case

Day 3: Leading AI-Driven Change

- Applying change management models to AI adoption
- Building change readiness plans across departments
- Managing resistance to AI-driven HR transformation
- Communicating AI initiatives to employees and managers
- Applying the RACI framework to project accountability
- Building training plans for AI system adoption
- Practical exercise: designing a change management plan

Day 4: Governance and Risk Management for AI

- Establishing AI governance structures within HR
- Managing data privacy and compliance risks
- Applying risk management frameworks to AI decisions
- Setting policies for responsible AI use in HR
- Managing vendor contracts and service-level agreements

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- Building escalation procedures for AI-related issues
- Case discussion: managing an AI governance framework

Day 5: Sustaining AI Transformation in HR

- Measuring AI project success using performance indicators
- Building cross-functional collaboration for AI projects
- Scaling successful AI pilots across the organization
- Reporting AI transformation progress to leadership
- Sustaining momentum through continuous improvement
- Building a long-term AI management roadmap
- Final workshop: presenting an AI transformation strategy

Conclusion

By successfully completing AI in HR Management, participants will have acquired practical skills in AI strategy development, change leadership, governance, and risk management. They will gain the ability to manage AI-driven HR transformation at a strategic level and lead cross-functional teams through technology adoption. This Training Course, delivered by Gentex Training Center, prepares participants to guide their organizations toward responsible, well-governed AI adoption in HR management.

FAQs

Q1 What is the "AI in HR Management" course about?



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This course teaches HR leaders how to manage the strategic adoption of artificial intelligence, covering business case development, change leadership, and governance. It provides practical frameworks for leading AI transformation projects at an organizational, managerial level.

Q2 What are the key benefits of the "AI in HR Management" course?

Participants gain the ability to build strong business cases for AI investment, lead teams through change, and manage AI-related risks effectively. These benefits help organizations adopt AI responsibly while securing leadership buy-in and measurable results.

Q3 What skills will I gain from the "AI in HR Management" course?

Participants will gain skills in AI strategy development, change leadership, governance, and risk management. These four core skills enable HR managers to lead AI transformation projects with confidence and organizational alignment.

Q4 What tools, methods, or standards are covered in the "AI in HR Management" course?

The course covers cost-benefit analysis, the RACI framework, change management models, AI governance structures, and vendor evaluation criteria. These tools give participants practical methods for managing AI adoption at a strategic level.





Q5 How is the "AI in HR Management" course applied in real-world practice?

Participants apply management frameworks to real AI adoption scenarios, building business cases, governance structures, and change management plans. These practices help organizations lead AI transformation projects that gain leadership support and deliver measurable value.