

ARTIFICIAL INTELLIGENCE (AI) DRIVEN TALENT MANAGEMENT



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TRAINING CENTER



Introduction

Talent management now sits at the center of organizational success, and artificial intelligence gives HR teams new ways to identify, develop, and retain top performers. This AI Driven Talent Management Training Course from Gentex Training Center introduces participants to practical methods for applying machine learning, predictive analytics, and automation across the entire talent lifecycle. Furthermore, the course examines how AI reshapes succession planning, performance management, and career development. Participants explore real platforms and frameworks used by leading organizations to build data-driven talent strategies. As a result, they gain the confidence to design AI-supported talent programs that strengthen retention, close skills gaps, and support long-term workforce planning.

AI Driven Talent Management Course Objectives

- Explain how artificial intelligence transforms talent identification and development
- Apply predictive analytics to succession planning and career pathing
- Use skills-mapping tools to identify competency gaps across teams
- Build AI-supported performance management frameworks
- Evaluate talent platforms such as SAP SuccessFactors and Oracle HCM
- Design personalized learning and development pathways using AI algorithms
- Develop retention models to predict and prevent high-performer attrition
- Apply people analytics dashboards to monitor talent pipeline health
- Address ethical, privacy, and bias considerations in AI-driven talent decisions
- Create a talent management roadmap aligned with business strategy



Course Methodology

This course combines interactive lectures, live software demonstrations, and real-world case studies from global organizations. Furthermore, participants complete hands-on exercises using talent analytics dashboards and AI-based succession-planning tools. Group discussions encourage peer learning, while structured workshops guide attendees through building sample talent scorecards and skills-gap reports. As a result, learners leave with both conceptual understanding and applied skills ready for immediate use.

Who Should Take This Course

- Talent management and succession planning specialists
- HR managers and directors overseeing performance and development
- Learning and development professionals designing career pathways
- People analytics and HRIS professionals
- Organizational development practitioners
- Senior leaders responsible for workforce and talent strategy

AI Driven Talent Management Course Outlines

Day 1: Foundations of AI in Talent Management

- Overview of artificial intelligence concepts relevant to talent management
- Differences between automation, machine learning, and predictive analytics
- Current AI adoption trends in talent strategy
- Ethical frameworks for responsible use of AI in talent decisions
- Data privacy considerations under GDPR and local regulations
- Assessing organizational readiness for AI-driven talent tools



- Case study: successful AI adoption in talent management

Day 2: AI-Supported Talent Identification and Assessment

- Skills-mapping tools and competency frameworks
- Predictive models for identifying high-potential employees
- AI-based assessment centers and psychometric analysis
- Bias mitigation in talent identification algorithms
- Structured talent review processes supported by AI insights
- Measuring assessment accuracy with data-driven metrics
- Workshop: building a skills-gap analysis report

Day 3: Succession Planning and Career Development

- Predictive succession planning models
- AI-supported career pathing and internal mobility tools
- Building talent pipelines with people analytics dashboards
- Scenario planning for leadership transitions
- Integrating talent platforms such as SAP SuccessFactors and Oracle HCM
- Measuring succession readiness with key performance indicators
- Practical exercise: designing a succession planning dashboard

Day 4: AI in Performance and Learning Management

- AI-powered performance management systems
- Personalized learning pathways using adaptive algorithms
- Natural language processing for feedback analysis



- Continuous performance tracking and real-time coaching tools
- Addressing bias in performance evaluation algorithms
- Learning experience platforms and skills-development tracking
- Case study: AI-enhanced performance and development program

Day 5: Building an AI-Driven Talent Management Strategy

- Aligning talent management initiatives with organizational strategy
- Creating a balanced scorecard for talent technology investment
- Change-management strategies for AI adoption in talent programs
- Governance frameworks for responsible AI use in talent decisions
- Building an implementation roadmap and timeline
- Measuring return on investment for AI-driven talent projects
- Final workshop: presenting an AI-driven talent management strategy

Conclusion

By successfully completing the AI Driven Talent Management Training Course, participants will have acquired practical knowledge of predictive analytics, AI-supported assessment tools, and automation techniques that strengthen talent identification, development, and retention. Furthermore, they will understand how to design succession plans, mitigate bias in AI-driven decisions, and align talent strategy with organizational goals. As a result, participants leave ready to lead AI-supported talent initiatives. Gentex Training Center remains committed to helping HR professionals build resilient, future-ready talent strategies.



FAQs

Q1 What is the "Artificial Intelligence (AI) Driven Talent Management" course about?

This course explains how artificial intelligence reshapes talent identification, succession planning, and performance management. Participants learn to apply predictive analytics, skills-mapping tools, and automation to build data-driven talent strategies that support long-term organizational growth.

Q2 What are the key benefits of the "Artificial Intelligence (AI) Driven Talent Management" course?

Participants gain the ability to identify high-potential employees faster, reduce turnover through predictive retention models, and personalize development pathways. Furthermore, they learn to align talent investments with business goals, improving workforce planning and decision-making quality.

Q3 What skills will I gain from the "Artificial Intelligence (AI) Driven Talent Management" course?

Participants develop skills in predictive succession planning, AI-supported talent assessment, personalized learning design, and talent analytics strategy. These four core competencies prepare professionals to lead AI-driven talent initiatives confidently within their organizations.



Q4 What tools, methods, or standards are covered in the "Artificial Intelligence (AI) Driven Talent Management" course?

The course covers platforms such as SAP SuccessFactors and Oracle HCM, skills-mapping frameworks, predictive retention models, and AI-based assessment tools. Additionally, participants explore natural language processing applications and talent scorecard frameworks.

Q5 How is the "Artificial Intelligence (AI) Driven Talent Management" course applied in real-world practice?

Graduates apply AI tools to identify high-potential talent, forecast succession needs, and personalize learning pathways within their organizations. Furthermore, they use governance frameworks to manage AI risks responsibly while building measurable, data-driven talent strategies aligned with business priorities.