

AI Applications and Governance for HR Professionals Course

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Overview

AI Applications and Governance for HR Professionals Course is a two-week professional course for HR leaders, business partners, talent, learning, workforce planning, people analytics, and employee-experience teams, who leave with an HR AI Application and Governance Portfolio. Participants assess HR AI opportunities, plan responsible use and human oversight, apply AI across talent and workforce processes, evaluate vendors, design HR service automation, establish people analytics controls, and build an HR AI operating model and implementation plan. Agile Leaders Training Center provides training in AI applications and governance for HR professionals.

Who Should Attend

- HR leadership teams responsible for workforce strategy and operating decisions
- HR business partners responsible for functional needs and change adoption
- Talent acquisition teams responsible for sourcing, screening, and hiring workflows
- Learning and development teams responsible for skills and learning pathways
- People analytics and workforce planning teams responsible for evidence and forecasts
- Employee-experience and HR service teams responsible for interactions and support

The course assumes participants contribute to HR policies, processes, services, or workforce decisions and leaves out model development, coding, detailed technical architecture, and vendor-product administration.

Departments and Industries

The course supports responsible HR AI application across labor-intensive, knowledge-based, public, and nonprofit environments.

- Human resources, people operations, and organizational development
- Talent acquisition, learning, workforce planning, and people analytics
- HR technology, transformation, risk, privacy, and procurement teams
- Financial services, healthcare, manufacturing, and retail organizations
- Education, utilities, logistics, public services, and nonprofit organizations

Learning Objectives

By the end of this course, participants will be able to:

- Analyze HR processes and prioritize suitable AI opportunities
- Apply responsible-use, data, and human-oversight controls
- Evaluate AI applications across talent and employee processes
- Build people analytics and HR automation control plans
- Compare vendors, sourcing options, and operating roles
- Build an HR AI implementation and measurement portfolio

Course Agenda

Day 1: HR AI Opportunities and Readiness

- HR Process and Decision Inventory
- AI Opportunity Suitability Canvas
- Value, Feasibility, and Workforce Risk Matrix
- HR Data and Capability Readiness Scorecard
- Prioritized HR AI Use-Case Register

Day 2: Responsible Use and Human Oversight

- HR AI Purpose and Impact Statement
- Human Judgment and Decision Authority Map
- Workforce Data Governance Checklist
- Bias and Adverse Impact Review Matrix
- AI Escalation and Exception Pathway

Day 3: Workforce and Skills Planning

- Workforce Demand and Capacity Model
- Skills Taxonomy and Gap Analysis Map
- Role Evolution and Task Exposure Matrix
- Scenario-Based Workforce Planning Board
- Skills Development Priority Register

Day 4: Talent Acquisition and Onboarding

- Talent Acquisition Workflow Opportunity Map
- Candidate Screening Human-Review Gate
- Job Description and Criteria Quality Checklist
- Structured Interview Support Protocol
- Onboarding Journey Personalization Canvas

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Day 5: Learning and Development Applications

- Learning Needs Evidence Framework
- Personalized Learning Pathway Design
- Learning Content Quality and Source Checklist
- Manager-Led Development Conversation Guide
- Learning Impact Measurement Plan

Day 6: Performance and Employee Experience

- Performance Evidence and Context Map
- Human Oversight for Performance Decisions
- Employee Experience Journey Analysis
- Workforce Listening and Theme Review Protocol
- Employee Support Intervention Canvas

Day 7: People Analytics and Decision Support

- People Analytics Question Definition Sheet
- Workforce Data Quality Assessment
- Metric Definition and Interpretation Register
- Predictive Insight Review and Limitation Log
- HR Decision Evidence Dashboard

Day 8: HR Service Automation and Controls

- HR Service Request Classification Model
- Automation Suitability and Risk Decision Tree
- HR Knowledge Source Control Register
- Service Bot Escalation and Handoff Design
- HR Automation Monitoring Scorecard

Day 9: Vendors, Operating Model, and Adoption

- HR AI Vendor Due-Diligence Checklist
- Build, Buy, Partner, and Defer Matrix
- HR AI Operating Model Role Map
- Stakeholder Adoption and Communication Plan
- Implementation Measure and Review Gate Set

Day 10: HR AI Portfolio Practice

- Suggested Exercise: Prioritize HR AI Use Cases
- Suggested Exercise: Design Governance and Oversight Controls
- Suggested Exercise: Evaluate Talent, Learning, and Analytics Applications
- Suggested Exercise: Plan Automation, Sourcing, and Adoption
- Capstone Exercise: HR AI Application and Governance Portfolio

Practical Exercises

The course uses suggested activities to convert HR needs into responsible, reviewable AI application decisions.

- Suggested activity: assess HR workflows, data, capability, value, feasibility, and workforce risk
- Suggested activity: design human oversight, data governance, bias review, and escalation controls
- Suggested activity: evaluate talent, learning, performance, experience, analytics, and service applications
- Suggested activity: compare vendors, assign operating roles, plan adoption, and assemble the portfolio

FAQs

Who suits AI applications and governance for HR professionals training?

AI for HR training suits leaders, business partners, talent, learning, workforce planning, people analytics, employee-experience, and HR service contributors. It assumes HR process or decision experience, not coding or model development.

How does AI for HR practice differ from AI model development training?

AI for HR practice focuses on use cases, workforce processes, responsible use, human oversight, people analytics, vendors, services, adoption, and operating decisions. Model development training focuses on algorithms, coding, data engineering, model optimization, and technical deployment.

How should HR teams prioritize AI applications?

HR teams should prioritize applications using workforce outcomes, process need, data readiness, feasibility, affected people, decision consequences, human-oversight needs, risk, sourcing dependencies, adoption effort, and measurable evidence.

What governance controls belong in HR AI applications?

HR AI governance includes clear purpose, accountable owners, data quality and access controls, human decision authority, bias and impact review, employee communication, vendor evidence, escalation paths, monitoring, incident response, and review gates.

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How should HR measure AI adoption and value?

HR should measure adoption and value through appropriate use, workflow completion, service quality, decision consistency, employee and manager feedback, override and escalation patterns, workforce outcomes, data quality, control performance, and decisions to continue, change, or stop an application.

Conclusion

Participants take back an HR AI Application and Governance Portfolio connecting use cases, workforce processes, data, human oversight, analytics, automation, sourcing, operating roles, adoption, measures, and review gates. The portfolio makes application choices and responsibilities visible across HR and enabling teams. It supports phased implementation and evidence-based adjustment.

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