XCELERATE TRAINING INSTITUTE

your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

AI for HR and Talent Management Training Course

Smarter Recruitment, Learning and Workforce Decisions with AI

DURATION	LANGUAGE	FORMAT	COURSE CODE
5 days	English or Arabic	Classroom / Online	CRS-101

Upcoming dates

Dates	Venue	Format	Fee
18 – 22 Jan 2027	Madrid	Classroom	€4,800
22 – 26 Mar 2027	Manama	Classroom	€3,800
3 – 7 May 2027	Paris	Classroom	€4,800
12 – 16 Jul 2027	Singapore	Classroom	€5,500
20 – 24 Sep 2027	Amman	Classroom	€3,800
22 – 26 Nov 2027	Amsterdam	Classroom	€4,800

Register or ask a question

Online: x8ti.com/course/ai-for-hr-and-talent-management-training-course/

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AI for HR and Talent Management Training Course

Introduction

AI is transforming every part of the employee lifecycle, from screening candidates and writing job descriptions to personalising learning and predicting turnover. HR teams that use these tools well can work faster, make fairer decisions and offer a better employee experience.

This course gives HR professionals practical skills to apply AI across recruitment, onboarding, learning, performance and workforce planning, while managing the legal, ethical and bias risks that come with using AI on people data.

Learning Objectives

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

- Identify where AI adds value across the employee lifecycle
- Use AI tools for job descriptions, sourcing and candidate screening
- Apply AI to learning design, onboarding and employee support
- Use people analytics and AI to predict turnover and workforce needs
- Manage bias, privacy and fairness risks in HR AI systems
- Develop an AI roadmap for the HR function

Training Methodology

This course combines short expert presentations with practical exercises, case studies from the Gulf and international organisations, group discussions and work with real templates and tools. Participants are encouraged to bring examples from their own work so that the learning can be applied immediately.

Participants practise with AI tools on realistic HR tasks and evaluate real HR technology use cases.

Benefits for Your Organisation

- Faster, more consistent recruitment
- Better employee experience and engagement
- Data-driven workforce planning
- Fair and compliant use of AI in people decisions
- An HR team equipped for digital transformation

Benefits for You

- Practical AI skills for daily HR work
- Ready-to-use prompts for HR tasks
- Understanding of HR technology and analytics
- Ability to advise leaders on AI in HR
- Strong positioning for future HR roles

Who Should Attend

This course is designed for:

- HR managers and HR business partners
- Talent acquisition and recruitment specialists
- Learning and development professionals
- HR analysts and HRIS specialists
- HR directors leading digital transformation

Course Outline

Day 1: AI and the Future of HR

- How AI is changing HR roles and processes
- Overview of AI tools in the HR technology market
- Mapping the employee lifecycle for AI opportunities
- Data foundations for AI in HR
- Ethics and trust in people-related AI

Day 2: AI in Talent Acquisition

- Writing job descriptions and adverts with AI
- AI-assisted sourcing and candidate screening
- Structured interviews supported by AI
- Avoiding bias in automated selection
- Candidate experience and communication

Day 3: AI in Learning and Employee Experience

- Personalised learning paths and content creation with AI
- AI-supported onboarding and HR chat assistants
- Employee feedback and sentiment analysis
- Coaching and performance conversations with AI support
- Wellbeing and engagement insights

Day 4: People Analytics and Workforce Planning

- Predicting turnover and identifying flight risks
- Skills mapping and skills-gap analysis
- Strategic workforce planning with AI scenarios
- Building HR dashboards
- Presenting insights to leadership

Day 5: Governance and Implementation

- Data protection and labour law considerations
- Auditing HR AI tools for fairness
- Selecting vendors and running pilots
- Change management in the HR team

- Your HR AI roadmap

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Registration Form

AI for HR and Talent Management Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

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info@x8ti.com

Register online
Open the course page