Transformation Pillar:
Applied AI & Agentic Transformation

AI-Driven HR Transformation

Practical Applications and Workflow Transformation for AI-Enabled HR

COURSE OVERVIEW

This three-day, practice-oriented program equips HR leaders and professionals to design, apply, and operationalize AI across core HR functions, with a strong focus on practical tools, no-code automation, and measurable productivity gains. All learning is grounded in real HR operating environments, including leading HCM, talent acquisition, learning, and performance platforms, so it is immediately applicable.

Participants move beyond understanding AI to designing and testing AI-enabled HR workflows. They learn to define inputs, decision rules, and outputs, apply AI within clearly structured workflows, validate decisions through human checkpoints, and assess outcomes using clear performance indicators. The program also builds AI fluency across HR teams: where AI should be applied, where human judgment remains essential, and how to manage risks such as bias, explainability, and misuse.

The program culminates in a hands-on capstone where participants design and build a working, agentic HR workflow using no-code tools, structured decision logic, approvals, and auditability, and leave with a tangible prototype they can adapt for real use.

This program is delivered by world-renowned AI and Digital Transformation expert and author, **Mostafa Azzam**, who has extensive experience guiding organizations through the complexities of AI adoption and its impact on the workforce.

COURSE OBJECTIVES

By the end of the program, participants will be able to:

- **Explain** how generative and agentic AI transform HR service delivery across core HR functions.
- **Apply** structured prompting techniques using leading AI assistants such as ChatGPT, Claude, and Gemini.
- **Map** HR services to the 10-Step API Workflow Model™, defining inputs, decision rules, outputs, and approval points.
- **Translate** HR requirements into structured, AI-supported decision logic for consistent and defensible outcomes.
- **Evaluate** AI outputs using governance checks for bias, explainability, and risk.
- **Track** practical performance indicators, including cycle time, quality, user experience, and trust.
- **Build** an auditable, agentic HR workflow prototype using no-code tools such as Make or Zapier.

COURSE METHODOLOGY

This program follows our decision-centered learning design, combining:

- **Opening Challenges:** Practical challenges that surface participants' assumptions before frameworks are introduced.
- **Expert-Led Briefings:** Concise, evidence-based input on concepts, frameworks, and emerging practice.
- **Case Studies and Simulations:** Realistic situations with genuine choices, where participants decide, defend, and reconsider.
- **Hands-on Activities:** Applying tools and frameworks, including AI tools, to participants' own work.
- **Ready-to-Use Tools and Templates:** Practical resources delegates can apply immediately in the workplace.
- **Capstone Project:** Build a working, agentic HR workflow that runs end to end, from trigger to approved output.

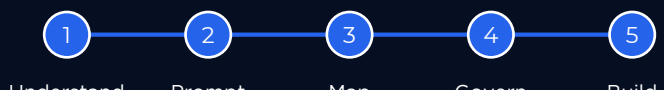
WHO SHOULD ATTEND

This program is designed for key HR roles, including:

- HR Directors and Managers
- HR Business Partners
- Talent Acquisition and L&D Practitioners
- Payroll and Total Rewards Specialists
- Government Relations and HR Operations Professionals
- Performance and Analytics Professionals
- HR Technology and Digital HR Specialists

No coding or software development experience is required. The program is built for HR professionals, not technologists.

THE LEARNING JOURNEY



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