Transformation Pillar:
Applied AI & Agentic Transformation

AI-Driven Strategic Workforce Planning & People Analytics

Forecast, Plan, and Decide with Confidence: Workforce Strategy Powered by Data and AI

COURSE OVERVIEW

Workforce decisions are only as good as the evidence behind them. This three-day, highly practical program equips HR and business leaders to plan the workforce their strategy actually needs, using people analytics and AI to turn fragmented HR data into forecasts, scenarios, and decisions leaders can act on.

The first day establishes strategic workforce planning fundamentals: linking workforce plans to business strategy, segmenting critical roles, and analyzing supply and demand. The program then introduces AI and analytics to predict attrition, model skills gaps, test build, buy, borrow, and automate options, and present a compelling workforce story to executives. It also addresses data quality, privacy, and the governance of predictive people analytics.

The program culminates in a hands-on capstone where participants build a working, agentic workforce analytics workflow using no-code tools, one that pulls HR data, runs headcount and attrition scenarios, and produces a monthly workforce briefing for leadership review.

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 workforce strategy and planning.

COURSE OBJECTIVES

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

- **Link** workforce plans directly to business strategy and critical capabilities.
- **Segment** roles by criticality and analyze workforce supply and demand.
- **Apply** AI to forecast attrition, headcount, and future skills needs.
- **Model** workforce scenarios and compare build, buy, borrow, and automate options.
- **Select** the metrics and people analytics that matter most to executives.
- **Communicate** workforce insights through clear, data-driven storytelling.
- **Govern** people data and predictive models responsibly, addressing privacy, bias, and transparency.
- **Build** a no-code, agentic workflow that turns HR data into a recurring workforce briefing.

COURSE METHODOLOGY

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

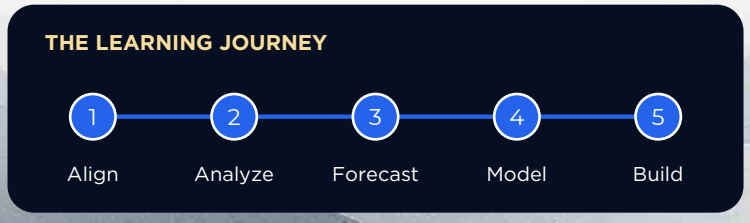
- **Opening Challenges:** Practical challenges that surface participants' assumptions before frameworks are introduced.
- **Expert-Led Briefings:** Concise, evidence-based input on concepts, frameworks, and emerging practice.
- **Case Studies and Simulations:** Realistic situations with genuine choices, 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 an automated workforce briefing workflow, with human review before anything reaches leadership.

WHO SHOULD ATTEND

This program is designed for:

- HR Directors and Workforce Planning Leaders
- People Analytics and HR Reporting Professionals
- HR Business Partners
- Talent Management and OD Professionals
- Finance and Strategy Professionals involved in workforce budgeting
- HR Technology and HRIS Specialists

No advanced statistics or coding experience is required.



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