Transformation Pillar:
Applied AI & Agentic Transformation

AI-Driven Talent Management, Succession & Executive Decision-Making

An Executive Program for HR Leadership

COURSE OVERVIEW

This five-day executive program gives senior HR and talent leaders a structured way to make, and defend, the decisions that determine whether critical capability survives: who holds the roles that cannot fail, who succeeds them, and where AI sharpens that judgment or quietly erodes it.

It opens with one challenge, "Where does talent break first?", and then follows the logic of the decisions leaders actually face: from business strategy to the capabilities it requires, from critical roles to talent risk, and from readiness to succession, knowledge continuity, development, retention, and governance. AI is embedded in those decisions, never taught as a separate subject: algorithms inform decisions; they never make them.

Participants work with the Critical Role Radar, an executive simulation built around AI-generated recommendations, and a Decision and Action Log, and leave with ready-to-use toolkits covering critical positions, talent assessment, succession, continuity, development, career architecture, mobility, and retention. The program culminates in a hands-on build of a governed, no-code talent decision workflow.

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 talent, succession, and leadership continuity.

COURSE OBJECTIVES

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

- **Identify** the roles their organization cannot afford to lose, and explain why criticality is not the same as seniority.
- **Distinguish** where AI sharpens succession judgment and where it manufactures false confidence.
- **Define** what a governed, defensible talent decision looks like, on paper and under challenge.
- **Determine** what must stay a named human decision, whatever the model recommends.
- **Apply** the Critical Role Radar, 9-Box Guide, and Decision and Action Log to real talent decisions in their own organization.
- **Build** a governed, agentic workflow that turns talent evidence into accountable succession decisions.

COURSE METHODOLOGY

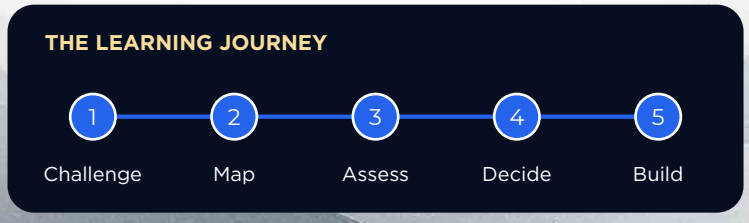
This program follows our decision-centered learning design, combining:

- **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 governed, no-code talent decision workflow that routes each critical-role call to a named human decision-maker.

WHO SHOULD ATTEND

This program is designed for:

- CHROs, HR Directors, and Heads of Talent Management
- Succession Planning and Leadership Development Leaders
- HR Business Partners supporting executive teams
- Organizational Development and Workforce Strategy Leaders
- Senior executives accountable for leadership continuity



linkedin.com/in/mostafaazzam
YouTube channel
WhatsApp @MostafaAzzam.Ai
WhatsApp @MostafaAzzam.HR
training@thehrtalent.com
training@mostafaazzam.net
training.development@yahoo.com
www.thehrtalent.com