BLACKBIRD FOR TRAINING

AI Transformations in HR Operations: Revolutionizing Workforce

28 December 2026 – 1 January 2027
Barcelona (Spain)



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Why This Course

In today's workplace, human resources is becoming increasingly data-driven, technology-enabled, and strategically connected to business performance. Artificial intelligence is reshaping how HR teams attract talent, improve employee experience, manage performance, and plan for future workforce needs. For HR professionals, understanding how to apply AI responsibly and effectively is now essential for improving efficiency, supporting better decisions, and creating more responsive people strategies.

This comprehensive 1-week course explores the transformative impact of AI on HR operations. Participants will gain in-depth knowledge of AI applications in recruitment, employee engagement, performance management, and strategic workforce planning. Through practical examples and case studies, attendees will learn to implement AI-driven solutions to enhance HR efficiency and effectiveness.

What You'll Learn and Practice

By joining this program, you will:

- Understand the fundamentals of AI and its applications in HR.
- Learn to implement AI-driven recruitment and talent acquisition strategies.
- Explore AI-powered employee engagement and retention techniques.
- Master AI applications in performance management and analytics.
- Develop skills to leverage AI for strategic workforce planning and decision-making.

The Program Flow

Day 1: Introduction to AI in HR

- Overview of AI technologies and their impact on HR.
- AI-driven HR transformation: Opportunities and challenges.
- Ethical considerations and data privacy in AI-powered HR.
- Building an AI-ready HR team.

Day 2: AI in Recruitment and Talent Acquisition

- AI-powered candidate sourcing and screening.
- Predictive analytics for hiring success.
- AI-driven interview scheduling and assessment.
- Bias mitigation in AI-assisted recruitment.



Day 3: AI for Employee Engagement and Retention

- AI-powered employee sentiment analysis.
- Personalized learning and development using AI.
- AI chatbots for employee support and communication.
- Predictive attrition modeling and retention strategies.

Day 4: AI in Performance Management and Analytics

- AI-driven performance evaluation and feedback.
- Real-time performance tracking and analytics.
- Skill gap analysis and career pathing with AI.
- AI-powered succession planning.

Day 5: Strategic Workforce Planning with AI

- AI-driven workforce forecasting and scenario planning.
- Optimizing resource allocation using AI insights.
- Predictive analytics for organizational design.
- Future of work: AI-human collaboration in HR.

Individual Impact

- Strengthen your understanding of how AI can support modern HR operations.
- Enhance your ability to identify practical AI use cases across recruitment, engagement, and performance management.
- Build stronger confidence in using AI-driven insights to support workforce decisions.
- Gain practical awareness of ethical, privacy, and implementation considerations in HR technology.

Work Impact

- Improve HR efficiency through smarter automation and data-driven processes.
- Strengthen talent acquisition, employee engagement, and retention strategies.
- Support better workforce planning and performance management through predictive insights.
- Enhance the organization's ability to adopt AI in HR in a responsible and strategic way.

Training Methodology

This program integrates HR strategy, emerging technology, and practical application to ensure real-world relevance and workplace impact. Learning methods include:

- Real-world case studies on AI applications in HR functions.
- Practical exercises in recruitment analytics, engagement strategy, and workforce planning.
- Interactive workshops on AI-driven HR tools, decision-making, and implementation.
- Group discussions on ethics, bias, privacy, and the future of work.



• Frameworks and tools for applying AI effectively across HR operations.

Beyond the Course

Upon completion, participants will be better equipped to apply AI in HR with greater confidence, clarity, and strategic awareness. They will return ready to:

• Identify and implement valuable AI use cases across HR activities.
• Improve recruitment, engagement, and performance processes with data-driven approaches.
• Support workforce planning and organizational decisions through predictive insight.
• Contribute to a more efficient, forward-looking, and technology-enabled HR function.

