Course outline :
Immersive AI for human ressources

Overview

This immersive 7-hour training course guides you through the transformation of HR practices by artificial intelligence, while preserving the human essence of your job. Through simulations of complex HR situations and real-life scenarios, you'll discover how AI can enrich every aspect of talent management. Participants explore realistic scenarios that reflect everyday HR challenges: predictive recruitment, personalized skills development, forward-looking workforce management, and workplace well-being analysis. You'll learn how to use AI to optimize your selection processes, create adaptive training paths, anticipate skills needs, and develop data-driven retention strategies. This unique experience marries traditional HR expertise with the analytical capabilities of AI, accompanied by personalized coaching and in-depth reflection on the ethics of AI in HR. You'll emerge with a clear vision of how AI can amplify the human impact of your role, while maintaining the delicate balance between technology and human relationships.

Who should attend

This training course is specially designed for human resources professionals who wish to develop their practices while preserving the human dimension of their profession.:

- HR directors and managers looking to modernize their talent management practices
- Recruitment managers looking to optimize their selection and assessment processes
- Training and development specialists looking to personalize learning paths
- Internal mobility managers looking to anticipate career evolution
- HR business partners wishing to enrich their strategic support
- Employee experience managers looking to improve engagement and well-being at work

Key information

- **Duration**: 7 hours
- **Level**: Intermediate - Advanced
- **Training series**: Immersion

- **Languages**: French or English
- **Delivery format**: Virtual or Face-to-face
- **Delivery mode** : Synchronous, trainer-controlled
- **Session type**: Private group training
- **Group size:** 8 to 16 participants
- **Possible certification:** AI Expertise

Prerequisites

- Amplification training

Overall training objectives

- **Advanced use of generative AI tools**
  Use multiple AI tools simultaneously for advanced workflows, optimize in real time, adjust based on feedback, and handle the unexpected efficiently.

- **Applying generative AI to complex situations**
  Analyze complex situations to identify AI interventions, evaluate results under stress, adapt approaches according to constraints, detect biases, and establish links for innovative solutions.

- **Making strategic decisions with generative AI**
  Prioritize complex actions, justify the use of AI, evaluate solutions in real time, argue choices in front of stakeholders, and constructively criticize peers' approaches.

- **Creating optimized solutions with generative AI**
  Design innovative solutions, develop adaptive strategies, create advanced protocols and optimized workflows, and generate creative approaches to solving complex problems with AI.

Skills acquired

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

Apply

- Mobilize several AI tools simultaneously in complex situations
- Execute advanced AI-integrated workflows under time constraints
- Implement optimization strategies in real time
- Dynamically adjust the use of tools according to feedback received
- Efficiently manage unforeseen AI situations

Analyze

- Deconstruct complex professional situations to identify AI intervention points
- Critically examine results produced under stressful conditions
- Differentiate optimal approaches according to situational constraints
- Detect potential biases and errors in AI outputs
- Establish connections between different problems to develop innovative solutions

Evaluate

- Prioritize actions in complex multi-factorial situations
- Justify strategic choices when using AI under pressure
- Evaluate the relevance and quality of solutions generated in real time
- Argue decisions taken in the face of diverse stakeholders
- Constructively criticize the approaches used by their peers

Create

- Design innovative solutions combining multiple AI tools
- Develop adaptive intervention strategies in complex situations
- Develop advanced AI protocols
- Generate creative approaches to solve novel problems

Teaching methods

- Simulations and complex situations
- Practical exercises
- Group discussions

Assessment and certification

CERTIFICATE OF ATTENDANCE

A certificate of attendance is systematically issued to each participant at the end of the course. This official document is sent to you directly after the trainer has validated your attendance.

AI MASTERY CERTIFICATION BADGE

To make the most of your new skills, we offer you the opportunity to earn our '**AI Expert** certification badge. This certification is obtained by validating an online test that evaluates your understanding of the key concepts covered during the training course. The badge is issued by Moov AI as soon as you achieve a minimum score of 75% on the validation test. This certification provides official proof of your mastery of the fundamentals of AI, and can be shared on your professional networks

Detailed course outline

In this one-day simulation, participants are immersed in a major organizational transformation scenario where they must orchestrate a large-scale recruitment and integration project for a fast-growing company. The initial context presents HR teams with a complex challenge: recruiting, assessing and integrating some 50 new talents across different departments, while ensuring fairness, diversity and an exceptional candidate experience, all while making intelligent use of the AI tools at their disposal.

The day begins with a presentation of the recruitment mandate and organizational objectives. Participants first discover how to use AI to analyze the organization's skills needs and create accurate, attractive job profiles. They learn how to develop a recruitment strategy that combines the effectiveness of AI tools with the indispensable human touch that characterizes HR. From the outset, particular attention is paid to the ethical issues and potential biases of AI systems in selection processes.

As the day progresses, the scenario becomes more complex with the introduction of new challenges that reflect the reality on the ground: changes in business needs, retention issues in certain existing teams, pay equity challenges, and delicate situations requiring a nuanced approach. Participants must continually adapt their

strategy by using AI for predictive analysis of labor market trends, assessing candidates, scheduling interviews, and creating personalized onboarding paths.

Teams work with a comprehensive ecosystem of HR AI tools. At every stage, they must balance the effectiveness of the algorithms with human judgment, ensuring that every decision respects the organization's values and principles of fairness.

A crucial aspect of the simulation is managing the sensitive situations that emerge throughout the day: how to deal with a candidate who questions the AI process, how to ensure fairness in automated assessment, or how to maintain a personalized approach despite automation. Participants receive regular feedback on their decisions and their ability to maintain the balance between technological efficiency and human sensitivity.

The simulation places particular emphasis on developing an "augmented" HR approach, where AI acts as a facilitator enabling HR professionals to focus on the more human aspects of their role. Participants learn how to use technology to eliminate repetitive tasks while strengthening their ability to create meaningful connections with candidates and employees.

The day concludes with a presentation of the strategies developed, where each team shares not only their results, but also their learnings about the ethical integration of AI into HR processes. This immersive experience allows participants to walk away with an in-depth understanding of how AI can transform HR practices while preserving the human essence of the function.