

AI and Strategic Talent Management

Leveraging Artificial Intelligence, Predictive Analytics & Automation for Human Capital Excellence

Dates: February 24 – 26 **Duration:** 3 Days Intensive **Program Fee:** ₹50,000 per participant

PROGRAM CONTEXT & STRATEGIC RELEVANCE

Artificial Intelligence is rapidly transforming the human resource function from an administrative support pillar into a data-driven, strategic powerhouse. From AI-driven talent acquisition and predictive attrition modeling to personalized learning paths and performance intelligence, AI enables HR leaders to make smarter, faster, and more objective workforce decisions.

This 3-day executive program bridges the gap between modern AI technology and talent strategy. Designed specifically for HR leaders, Talent Acquisition Heads, and Business Partners, the curriculum provides practical frameworks to integrate Generative AI, machine learning, and predictive analytics into every stage of the talent lifecycle while maintaining ethical governance and human-centric leadership.

Core Value Proposition

Empower your organization with cutting-edge AI capability—moving from tactical HR tasks to predictive, algorithmically guided, and high-impact talent strategies.

WHO SHOULD ATTEND

CHROs & HR Vice Presidents Seeking to integrate AI into enterprise talent roadmaps and workforce planning.	Talent Acquisition & Sourcing Directors Looking to leverage AI matching algorithms, automated screening, and predictive hiring pipelines.
HR Business Partners & Analytics Leads Focused on workforce analytics, predictive retention modeling, and data-driven HR metrics.	L&D & Talent Development Managers Aiming to design AI-personalized career pathways and automated skill-gap assessments.

PROGRAM ARCHITECTURE (3-DAY OUTLINE)

DAY 1: AI Infrastructure, Generative AI & Next-Gen Recruitment

- **Module 1:** Demystifying AI, Machine Learning, and Generative AI for HR Leaders
- **Module 2:** Algorithmic Talent Acquisition: Automated Sourcing, Resume Matching & AI Screenings
- **Module 3:** Prompt Engineering for HR: Customizing GenAI for Job Architecture & EVP Content
- **Module 4:** Bias Mitigation, Ethical AI, and Algorithmic Governance in Sourcing

DAY 2: Predictive Workforce Analytics & Performance Intelligence

- **Module 1:** Predictive Attrition Modeling: Identifying Flight Risk Before It Happens
- **Module 2:** AI in Performance Management & Continuous Real-Time Feedback Ecosystems
- **Module 3:** Skill Architecture & AI-Driven Personalization in Learning & Development (L&D)
- **Module 4:** Strategic Workforce Planning & Capacity Modeling with AI Simulations

DAY 3: Strategic AI Integration, Governance & Organizational Blueprint

- **Module 1:** Human-AI Synergy: Designing Hybrid Workflows for HR Operations
- **Module 2:** Data Privacy, Ethics, and Algorithmic Transparency in Employee Monitoring
- **Module 3:** Action Learning Workshop: Building an AI Implementation Roadmap for Your HR Function
- **Module 4:** Capstone Strategy Presentation & Peer Review

KEY LEARNING OUTCOMES

Predictive AI Capabilities

Deploy machine learning models to anticipate flight risk and workforce demand.

Generative AI Mastery

Master prompt engineering and GenAI tools to automate HR workflows.

Ethical Governance

Ensure legal compliance, data privacy, and mitigation of algorithmic bias in HR decisions.

PEDAGOGY & LEARNING FORMAT

- **Live AI Tool Labs:** Hands-on exposure to Generative AI, predictive dashboards, and HR analytics tools.
- **Global Case Studies:** Real-world implementations from leading technology and enterprise organizations.
- **Strategic Simulations:** Interactive scenarios evaluating AI decision-making versus human intervention.
- **Capstone Roadmap:** Walk away with a customized 100-day AI transformation plan for your HR unit.

About Goa Institute of Management (GIM)

Established in 1993, **Goa Institute of Management (GIM)** is among India's premier business schools, highly acclaimed for academic rigor, cutting-edge management research, and leadership development. Accredited by **AACSB** and approved by AICTE, GIM consistently ranks among the top B-schools in India (NIRF ranked). GIM's Management Development Programs (MDPs) empower executives with strategic, technology-driven tools to solve complex business challenges.

30+ Years

Excellence in Management Education

AACSB

Globally Accredited B-School

Top Tier

NIRF Ranked Management Institution

Program Administration & Venue

Dates: February 24 – 26

Venue: Executive Education Block, GIM Campus, Sanquelim, Goa

Program Fee: ₹50,000 per participant (for 3 days)

Format: 3 Days Intensive Executive Development Program

Registration & Enquiries

Interested candidates and corporate nominations can respond to:

 gimmdp@gim.ac.in

 venkateshdn@gim.ac.in