

# HR Masterclass - The Shifts in Human Resources for the Future

The Advances in Artificial Intelligence that Will Revolutionize HR

## Introduction

**CHANGE:** A significant shift is imminent. The influence of radical transformation on the workplace and organizational structure is discussed in this advanced HR Master Class on the Future Changes in Human Resources.

Late-2019 breakthroughs in artificial intelligence will forever alter the nature of work; learn what's changing and how it will impact everyone involved in human resources.

The newest research from Stanford, Harvard, and Cambridge Universities will be shared with you in this HR Master Class on the Future Changes in Human Resources training course, along with its implications for employment and corporate procedures. Additionally, COVID-19's effects will permanently alter the nature of labour. This educational and engaging training is for you if you want to be ahead of the changing wave.

By 2020, Generation Z, also known as iGen, will make up 24% of the working population. Learn how to take advantage of this difficult demographic and what businesses must do to meet their demands.

### **This Course N Carry training program will teach you:**

- Learn the essential tactics for transformation.
- Be able to optimize currently in place procedures Modernize the methods for appraisal
- Create smooth, automatic pay and reward systems. Determine the ideal size for your existing company.

## Objectives

**Following completion of this HR Master Class on the Upcoming Changes in Human Resources, participants will be qualified to:**

- Compile data and develop an organizational design strategy framework for change requirements.
- Make the most of the opportunities to automate or greatly enhance the hiring and selection processes, and show others how valuable they are.

- Study, practice, and become an expert at creating a smooth bonus and reward system so you can explain it to others.
- Make the most of your current HR and develop plans to fully use Generation Z (iGen)
- Acquire the knowledge and skills necessary to do automated training needs analysis and training assessment.
- Analyse, evaluate, and be able to improve organizational processes, including succession planning, and be able to articulate and prove their worth.

## Training Methodology

Using the most recent case studies and worldwide research, this innovative and engaging Course N Carry HR Master Class on the Future Changes in Human Resources training program will be both useful and educational. Throughout the week, delegates will work in pleasant and laid-back teams. In addition, delegates will receive additional learning aids to utilize after the course.

## Organizational impacts

**Companies endorsing HR Masterclass: The Future Shift in Human Resources education program will:**

- Recognize the effects of the quickly advancing technology and be prepared to adjust your plans accordingly
- Create plans to stay ahead of and benefit from the present wave of change.
- Optimize current procedures, both before and after
- Be able to determine the precise number of workers required to maintain the company after 2020
- Utilize data to redesign the business with a more suitable structure in mind.
- To optimize the value of numerous HR and personnel procedures, upgrade them.
- Recognize the significant shifts in the workplace following COVID-19

## Personal Impact

- Due to the significant paradigm shift, new managerial abilities will be needed. Learn what they are and be ready for them.
- Be capable of rightsizing straight away following this program
- Learn the strategies to generate process value from your current processes.
- Improve current procedures to offer value, such as hiring and performance reviews.
- Has the ability to comprehend and create new, seamless compensation and bonus plans in the future.
- Recognize the latest developments in deep learning. Computational Intelligence

## Who should attend?

All HR, Workforce Planning, and OD levels save the lowest ones. Senior Management is in charge of productivity, organizational effectiveness, and transformation.

**Anyone curious about the implications of artificial intelligence and what the future holds for enterprises should read this:**

- Managers of Senior Training
- Senior Personnel in HR
- Managers of Workforce Planning
- Employers and Personnel Developers
- Managers of Organizational Design
- Directors on Boards

## **Course Outline**

### **Day 1**

#### **Developments in the Field of Strategic Planning**

- Strategic Modeling for Process Redesign and Artificial Intelligence
- How should I apply the Human Resources Strategic Model?
- What needs to change during the next two years
- Developing the Change Business Case
- How Can Strategy Be Turned Into Action?

### **Day 2**

#### **How COVID-19 and Artificial Intelligence will Affect Employment: A Look Both Before and After Artificial Intelligence Systems**

- The Importance of Determining the Appropriate Organizational Size Before Artificial Intelligence
- How should one go about rightsizing?
- The Effects of Organizational Design (O.D.) on Change
- Recognize and become proficient in Process Design
- Addressing Universal Basic Income Is Necessary
- Utilizing Digital Traces

### **Day 3**

## **Substantial Modifications to Current HR Core Duties**

- Notable Enhancement in the Recruiting and Selection Process
- The Functions of Psycho-graphics with Digital Footprints
- What testing has concluded about intelligence can now be used to quantify it?
- Significant Progress in Personality Profiling
- Automated Recruit Background Investigations

## **Day 4**

### **Applying Re-Engineered Procedures to Evaluation: Open Compensation & Benefits**

- Comprehending Performance Management
- Technology-Assisted Performance Data Collection
- Performance Appraisal's New Role
- How can the entire awards procedure be automated?
- Paying People for What They Do Rather Than What They Know Is the New Paradigm
- Automated Bonus Distribution

## **Day 5**

### **Automating Customized HR Procedures**

- How to Automate All Training Requirements Examination
- Training Assessment: Connecting to an Automated Procedure
- Creating Value Centre's for Support Services
- Succession Planning: An Innovative Method
- Future HR Will Be a Major Business Contributor; New Skills Will Be Needed; COVID-19 Will Affect HR