MERCURY

Learn AI for HR Professionals and Smart Talent Management Systems

14 – 18 December 2026
London (UK)

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Introduction

The Learn AI for HR Professionals and Smart Talent Management Systems course provides an understanding of how artificial intelligence is reshaping modern human resource management and talent strategies. It explores the integration of AI-driven tools into recruitment, employee engagement, workforce planning, and performance evaluation systems. Participants will gain insight into how intelligent automation enhances the accuracy of decision-making and operational efficiency in HR departments. The program highlights the transformation from traditional HR practices to data-driven, AI-supported ecosystems. It emphasizes practical understanding of smart talent management systems used in leading organizations globally. Learners will align HR strategies with emerging AI technologies in a sustainable and scalable way.

Targeted Groups

The Learn AI for HR Professionals and Smart Talent Management Systems training targets professionals seeking knowledge and skills:

- HR managers are aiming to integrate AI into recruitment and workforce planning processes.
- Talent acquisition specialists looking to enhance hiring accuracy using AI tools.
- Learning and development officers are improving employee training personalization systems.
- Organizational development consultants focusing on digital HR transformation strategies.
- Business leaders and executives managing HR digitalization initiatives.
- Data analysts working within HR departments to interpret workforce insights.
- Fresh HR graduates seeking future-ready skills in AI-powered HR systems.

Course Objectives

Participants will achieve the following objectives by completing the Learn AI for HR Professionals and Smart Talent Management Systems course:

- Understand the core principles of artificial intelligence in human resource management and its strategic applications across organizations.
- Learn how to apply AI tools for recruitment, candidate screening, and employee lifecycle management.
- Ability to interpret HR analytics and transform workforce data into actionable insights.
- Explore predictive modeling for workforce planning and retention strategies.
- Evaluate the role of AI in enhancing employee engagement, performance tracking, and satisfaction measurement.
- Develop the ability to assess smart HR systems and implement digital transformation strategies effectively.

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- Understand ethical considerations and responsible use of AI in HR environments.

Targeted Competencies

Participants will gain the following competencies during the Learn AI for HR Professionals and Smart Talent Management Systems program:

- Develop analytical skills to interpret HR data and make decisions.
- Ability to use AI-powered HR platforms for recruitment and talent management.
- Competency in designing data-driven workforce strategies using predictive insights.
- Enhance skills in evaluating employee performance through intelligent systems and digital dashboards.
- Integrate AI solutions into existing HR workflows.
- Build strategic awareness of digital transformation in HR operations and smart organizational design.

Studying Scenarios

In this Learn AI for HR Professionals and Smart Talent Management Systems training, participants develop skills through the following scenarios:

- Real-world recruitment optimization using AI-based candidate matching systems.
- Workforce planning simulations using predictive analytics for future staffing needs.
- Employee engagement analysis through sentiment analysis tools and digital surveys.
- Performance evaluation case studies using automated HR dashboards and KPI tracking systems.

Course Content

Unit 1: Foundations of AI in Human Resource Management

- Introduction to AI for HR professionals and its strategic importance in modern organizations.
- Understanding smart talent management systems and their role in digital HR transformation.
- Overview of machine learning concepts applied to HR analytics and decision-making processes.
- Evolution from traditional HR practices to AI-driven human capital management systems.
- Key technologies supporting AI in HR include automation, NLP, and predictive analytics.
- Ethical considerations and responsible AI usage in human resource environments.
- Data-driven HR culture and the shift toward intelligent workforce ecosystems.
- Core principles of AI integration in recruitment, training, and employee management.
- Global trends shaping AI adoption in human resources and organizational development.

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Unit 2: AI-Powered Recruitment and Talent Acquisition

- AI recruitment systems and their impact on the efficiency of candidate sourcing and selection.
- Automated resume screening and intelligent candidate matching techniques.
- Chatbots in HR for candidate engagement and interview scheduling automation.
- Predictive hiring models for identifying high-potential candidates.
- Bias reduction strategies in AI-based recruitment processes.
- Digital assessment tools and AI-driven psychometric evaluation systems.
- Talent pipeline optimization using smart HR analytics platforms.
- Employer branding enhancement through AI-powered communication strategies.
- Integration of applicant tracking systems with AI recruitment technologies.

Unit 3: HR Analytics and Workforce Planning Intelligence

- Introduction to HR analytics for strategic workforce decision-making.
- Predictive workforce planning using AI-based forecasting models.
- Employee turnover analysis using machine learning algorithms.
- Workforce segmentation and behavioral analysis through HR data systems.
- Data visualization tools for HR performance and operational insights.
- Scenario planning for future workforce needs using AI simulation tools.
- KPI development and tracking using smart HR dashboards.
- Linking business strategy with workforce intelligence systems.
- Enhancing productivity through data-driven HR interventions.

Unit 4: Employee Performance, Engagement, and Experience AI Systems

- AI-based performance management systems and continuous evaluation models.
- Employee engagement measurement using sentiment analysis tools.
- Personalized learning and development paths using intelligent systems.
- Real-time feedback systems and automated performance tracking tools.
- Workforce motivation analysis using behavioral data insights.
- Employee experience optimization through digital HR platforms.
- Retention strategies powered by predictive analytics and engagement data.
- AI-supported leadership decision-making in performance management.
- Enhancing organizational culture using smart HR technologies.

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Unit 5: Smart Talent Management Systems and Future HR Transformation

- Architecture of smart talent management systems in modern enterprises.
- Integration of AI, cloud computing, and HR information systems.
- Digital transformation strategies for future-ready HR departments.
- Automation of end-to-end HR processes using intelligent platforms.
- Advanced workforce intelligence and real-time HR decision systems.
- Cybersecurity and data privacy in AI-powered HR environments.
- Strategic HR innovation and digital leadership development.
- Future trends in AI-driven human capital management systems.
- Building resilient and adaptive organizations using smart HR technologies.

Final Insights & Key Takeaways

Artificial intelligence is redefining the structure and function of human resource management by enabling smarter, faster, and more accurate decision-making systems. Organizations that adopt AI-driven HR transformation strategies will achieve greater efficiency, improved employee experience, and stronger talent retention.