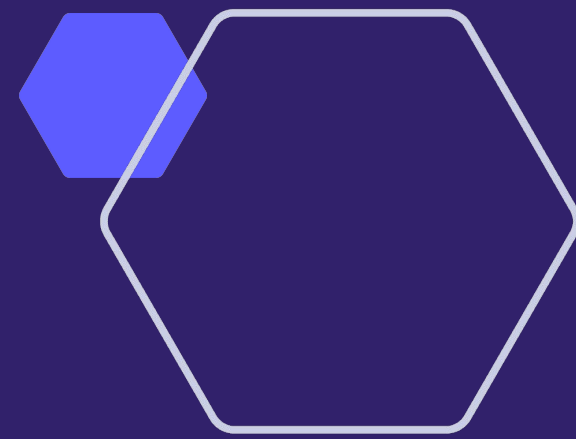


PROGRAM SYLLABUS

AI & HR

Transformation

Executive Program



An overview

of what you can expect from this program

Lead the AI Transformation with Confidence

Artificial intelligence presents a game-changing opportunity to drive efficiency, productivity, and operational excellence across the organization. Yet in most companies, adoption remains fragmented and far from its full potential.

Unlocking real impact requires a deliberate and structured transformation. This Executive Program equips you with the strategy, operating model, and change capabilities to lead the AI transformation of the HR function and the broader organization.

	Type	Online self-paced learning + Live Mastermind
	Language	English (including subtitles)
	Duration	12 hours
	Access	12 months
	Structure	5 courses + capstone project / 8 modules
	Testing	Quizzes, assignments, capstone project
		Digital certificate upon completion (including LI token)
		Templates & guides, practical projects, live mastermind sessions
		30-day money back guarantee

Learn in-demand skills

And take your current role to the next level

Learning objectives



Understand AI's Impact on Work & Talent

Build a clear view of the future of work, including how AI reshapes roles, skills, and workforce dynamics.



Redesign HR with an AI-First Operating Model

Transform HR strategy and implement an AI-first HR operating model to enable and lead AI transformation.



Drive AI Adoption & Change at Scale

Apply AI change management to build AI fluency, shift behaviors, and ensure successful adoption.



Redesign the Organization for AI

Apply organization design principles to adapt structures, roles, and resource allocation in an AI-driven context.

The perfect fit for

This program is designed for HR professionals operating at senior and strategic levels. In smaller organizations, it is most relevant for roles such as Head of People or CHRO.

In larger organizations, it is suited for professionals at CHRO -1 and -2 levels, as well as those in HR Strategy, Transformation, senior Business Partnering, and Organization Development roles.

Curriculum structure

Practical. Comprehensive. Game changing.

• 1 MODULE

AI & The Future of Work

• 2 MODULES

AI Strategy for HR

• 1 MODULE

The AI-First HR Operating Model

• 1 MODULE

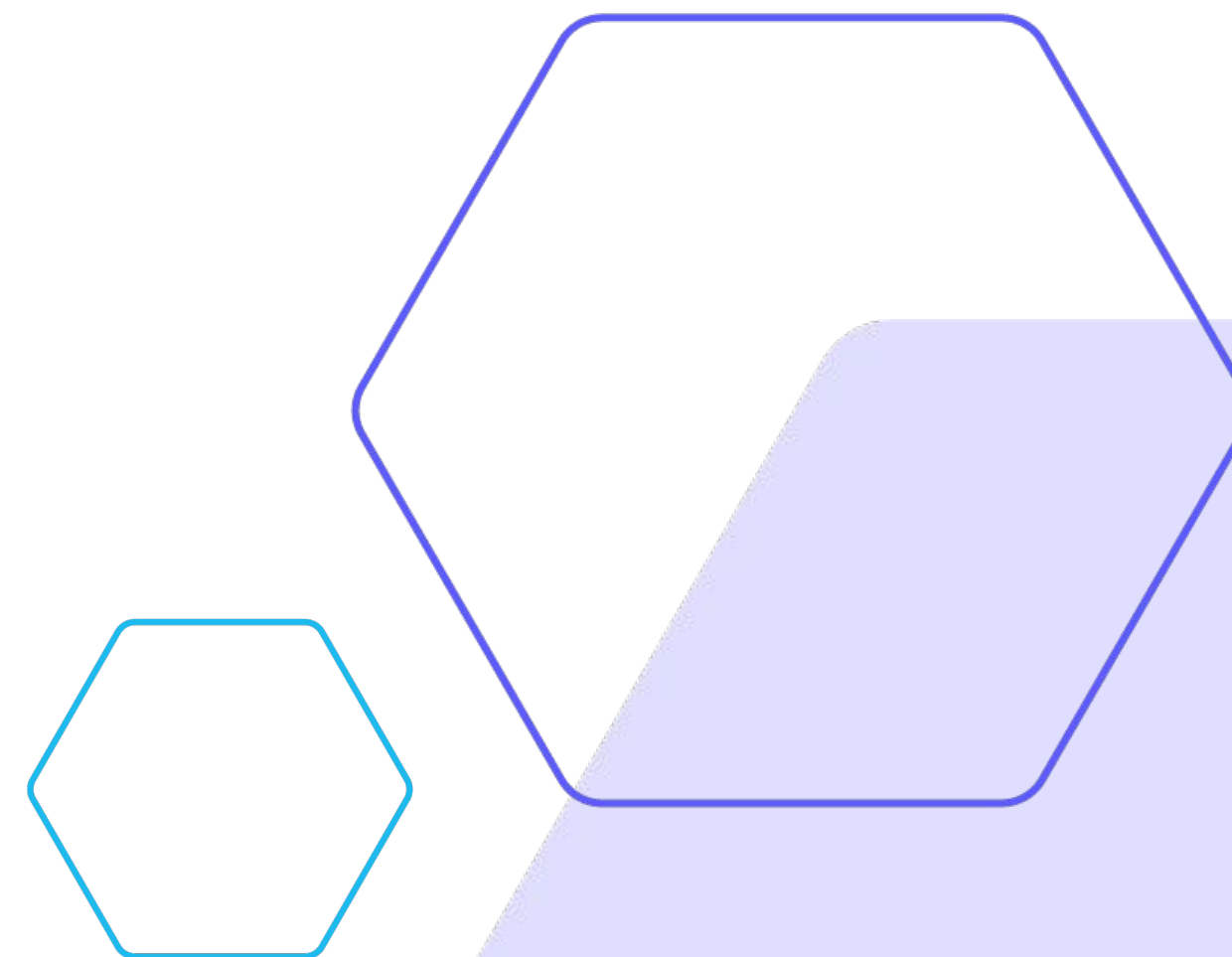
AI Change Management for HR

• 2 MODULES

Redesigning Your Organization

• 1 MODULE

Capstone Project



A detailed look

at the curriculum and modules

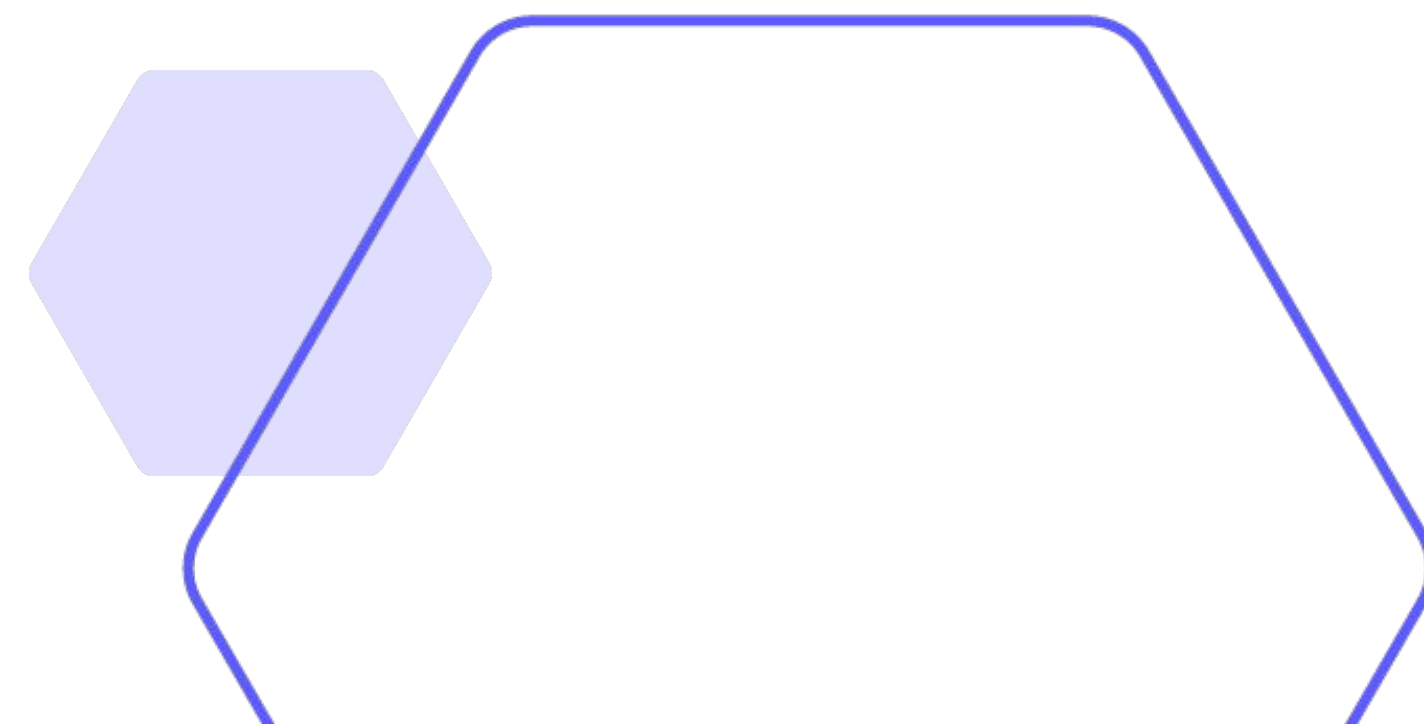
1 MODULE

AI & The Future of Work

The future of work is being rewritten by AI, fundamentally reshaping how organizations compete and win. As the division of work between humans and machines evolves, the value of human labor and the definition of critical talent will be redefined. Your ability to lead the future of work will depend on developing a holistic perspective on all relevant moving parts and scenarios.

You'll learn how to interpret these shifts through a strategic lens and translate them into implications for talent, workforce planning, and organizational competitiveness

- **Understand how AI is reshaping work and talent**
- **Assess AI's impact on workforce and skills**
- **Identify the key drivers shaping the future of work**
- **Build a strategic view on organizational competitiveness in the age of AI**





2 MODULES

AI Strategy for HR

A well-prepared AI strategy ensures a seamless and confident adoption. Get the know-how to identify and communicate opportunities for AI solutions and build a path for AI-readiness. You'll learn how to develop a future-proof AI strategy, drive responsible adoption, and build the skills needed to deliver business value.

- **Understand the value of an AI strategy**
- **Build an AI adoption roadmap**
- **Learn how to build AI skills for success**
- **Drive continuous AI innovation**

1 MODULE

The AI-First HR Operating Model

Redesigning the HR operating model is critical to unlocking the full value of AI within the HR function. While many organizations are moving toward an AI-first approach, there is no one-size-fits-all model. The real challenge lies in translating AI potential into a tailored operating model that fits your organization's strategy, structure, and maturity. This course equips you with the core building blocks of an AI-first HR operating model and guides you through a structured discovery process to define what "good" looks like for your team or organization.

- **Core components of an AI-first HR operating model**
- **Assess your current HR operating model**
- **Define a fit-for-purpose AI-first HR operating model**
- **Create an AI-enabled HR function**



1 MODULE

AI Change Management for HR

This course teaches you how to lead AI change management as an HR professional by shifting the focus from technical implementation to everyday behavior. Using the ASCENT framework, you'll explore the six elements of successful AI adoption, from aligning leadership and building trust to developing AI fluency and sustaining momentum. You'll see real examples of how HR can guide AI adoption across the organization, avoid common pitfalls, and create lasting change.

- **Drive AI adoption using the the ASCENT framework**
- **Overcome AI adoption challenges**
- **Build AI capability across the organization**
- **Drive behavior change at scale**

2 MODULES

Redesigning Your Organization

As AI reshapes how work gets done, organizations must rethink how they structure teams, allocate resources, and build critical capabilities.

Traditional organizational models are often too rigid to keep up with the speed and complexity of AI-driven change. This course equips you with the foundational knowledge of organization design and development needed to redesign your structure for flexibility, efficiency, and future growth. You'll learn how to align structure with strategy and ensure your organization can continuously adapt as resourcing needs evolve.

- **Learn AI-driven organization design principles**
- **Anticipate how shifts in work, roles, and skills impact organizational structures**
- **Design agile organizational structures for effective resource allocation and capability building**



1 MODULE

Capstone Project

The capstone project is the final step in bridging theory and practice, giving you the opportunity to apply your newly acquired knowledge and skills to a comprehensive, real-world AI transformation case.

From defining your strategic direction to redesigning your HR operating model and enabling adoption, you'll create a comprehensive plan that demonstrates your ability to lead AI transformation end-to-end. This project ensures you leave the program with a concrete, actionable output you can apply immediately in your organization.

- **Apply AI and HR transformation to a real challenge**
- **Build an AI transformation plan**
- **Integrate strategy, operating model, and change**
- **Create actionable deliverables**

OPTIONAL

Live Monthly Mastermind

An exclusive monthly live webinar and Q&A with AIHR faculty and leading practitioners, helping you stay ahead of the curve and cut through the noise around AI in HR.

Proven online learning for Human Resources Professionals



and 6 others



Real-world projects

Develop practical skills through working on real-world projects or studying dozens of inspiring case studies



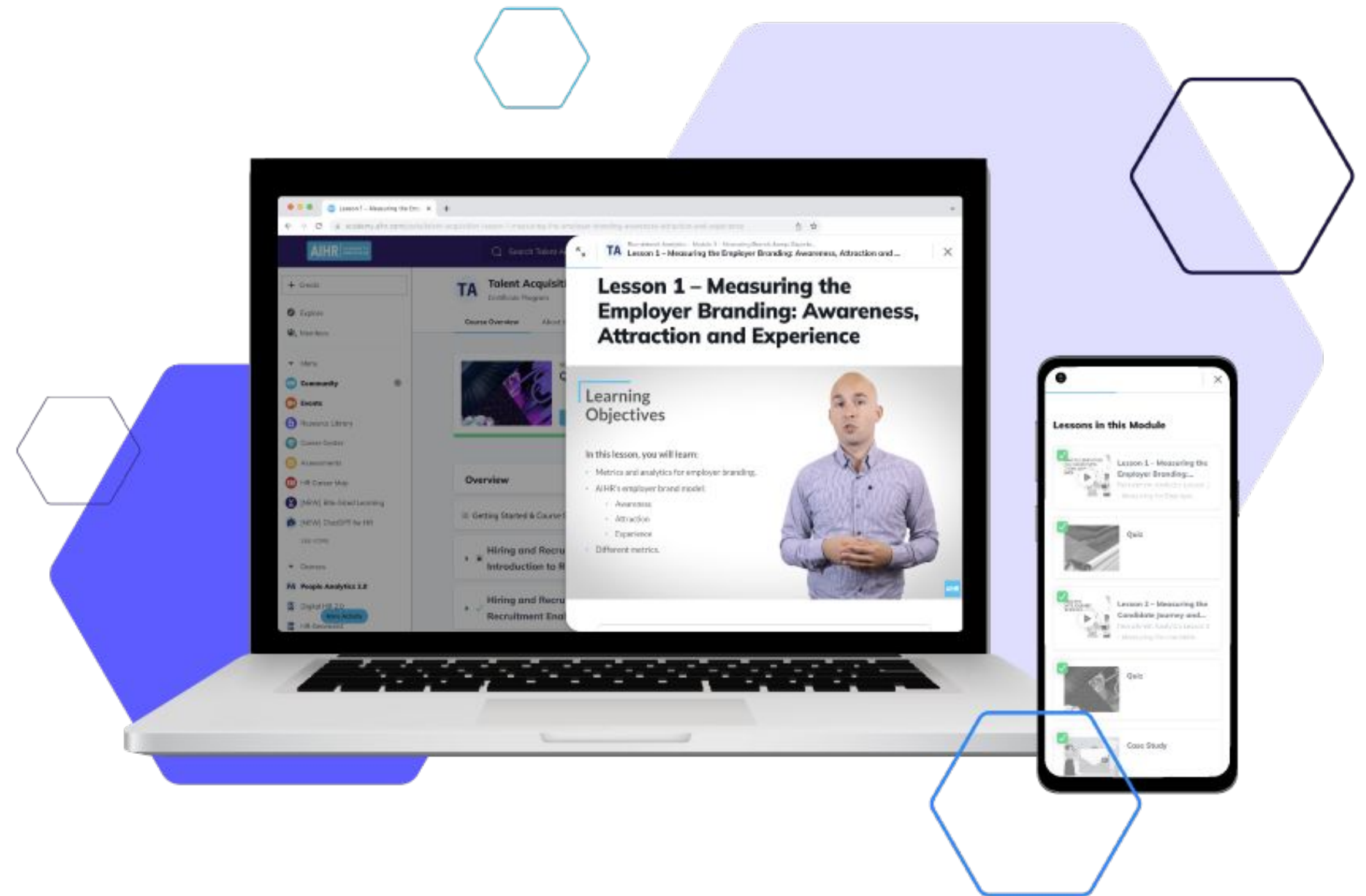
Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs - designed and delivered by HR experts.



Exclusive peer network & live mastermind

Collaborate with HR peers from around the world or join live session with AIHR faculty to stay ahead of the curve and cut through the noise around AI in HR.



AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM) for PDCs.

Grow your skill set

Enroll today

- ✓ Go to www.AIHR.com
- ✓ Select your program and click the Enroll button
- ✓ Fill out your (company) billing address and payment details
- ✓ Create your student account
- ✓ Happy learning!



Customers give us an average rating of 8.9 out of 10.

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.

