

Strategic Talent Management and Workforce Planning in the Age of AI

COURSE OVERVIEW

This course teaches HR and business leaders to use AI and data analytics to improve workforce planning, talent acquisition, performance management, and employee development. It helps align talent strategies with business goals, apply AI insights to optimize workforce skills, and adopt agile, data-driven methods. The course also covers ethics, diversity, and building a flexible workforce ready for change and combines strategy with practical AI tools to drive better business results. Participants will gain insights into balancing human-centered leadership with AI-enabled workforce planning, ensuring that talent pipelines, performance management, and workforce structures remain agile and future-ready.

WHO SHOULD ATTEND?

The target audience for the course includes HR professionals, learning and development specialists, talent managers, organizational development experts, recruitment officers, compensation and retention personnel, and business leaders. It is also ideal for those responsible for managing, developing, and retaining talent and for those seeking to enhance strategic leadership skills in talent management.

COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Understand the impact of AI on talent management and workforce planning.
- Apply analytics and AI to optimize recruitment, retention, and development.
- Forecast workforce needs with greater accuracy.
- Build agile talent pipelines aligned with organizational strategy.
- Balance AI-driven insights with ethical and human-centered leadership.
- Develop future-ready workforce strategies for the digital age.

KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- How to develop a strategic talent management framework aligned with business goals.
- Techniques for effective workforce planning using AI and data analytics.
- Methods for attracting, developing, and retaining top talent.
- How to identify and close skill gaps through targeted development.
- The use of predictive analytics to forecast workforce demand and trends.
- Strategies to enhance employee engagement and performance management.
- Best practices in succession planning and building a sustainable talent pipeline.

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.

1. A GTC end-of-course certificate.
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded.