



**6 HOURS**  
(3 x 2 hours)

**LIVE VIRTUAL**

**8 ACTION  
LABS**

## Artificial Intelligence for HR Mastery

### HR Is Already Being Asked to Lead on AI. Are Your Leaders Ready?

AI is no longer a future capability discussion. It is already shaping workforce decisions, productivity expectations, governance conversations, and executive priorities.

HR leaders are being pulled into these conversations today, often before they have had the opportunity to build the applied fluency, judgment, and confidence required to contribute at the level the business expects.

**Artificial Intelligence for HR Mastery** is a hands-on, cohort-based program designed to prepare HR leaders to lead credibly in AI-related workforce conversations, decisions, and initiatives already underway.

This program does not focus on theory or trends. It focuses on readiness.

Designed and delivered by Global Synergy Partner Solutions, with SHRM and ATD recertification credits.

# Why HR Readiness is a Business Issue

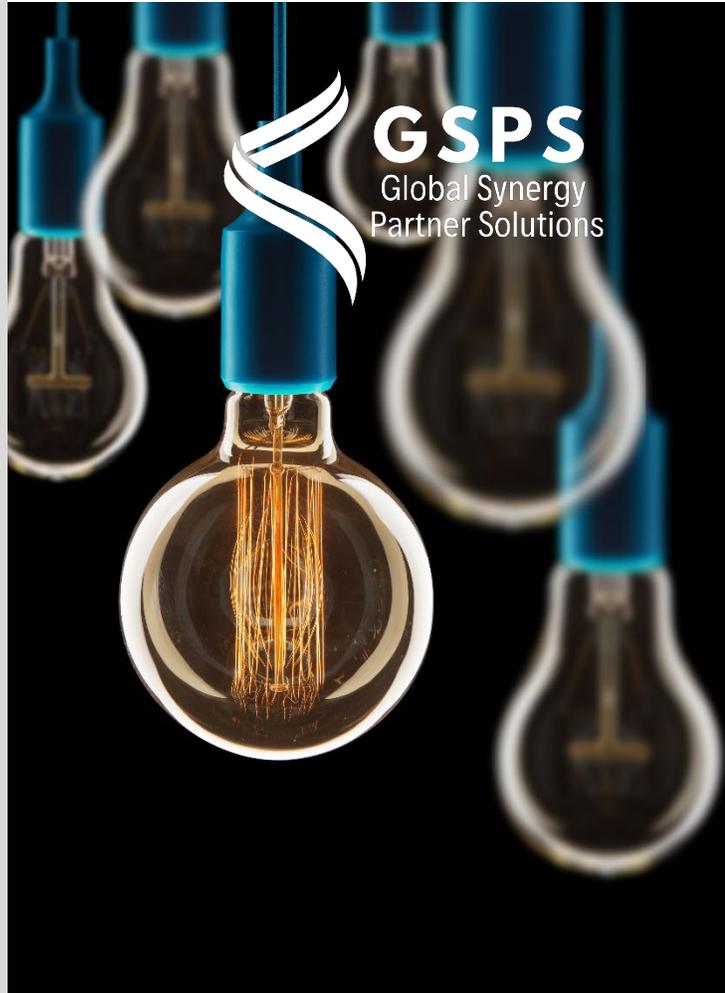
## The Gap Organizations Are Already Feeling

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AI decisions are moving faster than HR capability. As a result, HR is often reacting after choices are made or relying on surface familiarity in conversations that directly affect people, work, and culture.

When HR leaders are prepared to engage confidently, organizations make better workforce decisions, adopt AI more effectively, and strengthen leadership alignment.

The cost of waiting is already visible.



**GSPS**  
Global Synergy  
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## How We Build HR Readiness

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Immediately upon **completing Artificial Intelligence for HR Mastery**, participants will be able to:

- Understand why AI matters for HR roles, the workforce, and the organization, using practical, nontechnical examples.
- Recognize the primary organizational risks of AI use by the workforce, including safety and privacy considerations, responsible use, common AI errors and where human judgment must remain central.
- Design strong, effective prompts using practical prompt engineering techniques to support common HR tasks.
- Apply AI in selected HR workflows across core HR domains, including talent acquisition, onboarding, engagement, learning and development, talent management, total rewards, and performance management.
- Configure personalization and privacy for individual use of AI tools.

# How HR AI Fluency Strengthens the Enterprise

## Organizational Value of HR AI Fluency

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When HR leaders have foundational AI fluency, organizations are better positioned to manage risk while supporting effective adoption of AI across the enterprise. HR AI fluency supports:

- Clearer understanding of how AI intersects with workforce decisions and people processes
- Earlier identification and management of key risks, including privacy, appropriate use, and where human judgment must remain central
- More informed decision making as AI use expands across HR and the business
- Greater consistency in how AI-related practices are applied and communicated

This creates a more stable foundation for responsible AI adoption.



## What Changes With a Confident, AI Fluent HR Team

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A strong, AI-literate HR team is better positioned to support leaders, employees, and change efforts. Organizations see:

- HR teams that can ask better questions about AI use, rather than deferring or reacting late
- Greater consistency in how AI is applied across HR domains
- Increased confidence among employees when HR can explain AI use clearly and responsibly
- Stronger partnership between HR and business leaders during AI-related change

The result is steadier adoption and clearer accountability, without overreliance on external vendors.

# What Leaders Take Back to the Organization



## Program Agenda & Focus

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**Artificial Intelligence for HR Mastery** is delivered through a focused, three-session program that balances foundational understanding with hands-on application across core HR domains.

### Session 1. AI and the HR Context

- Why AI matters for HR roles, the workforce, and organizations
- How AI is already influencing HR work and decision making
- Key considerations related to responsible use and risk
- Action Lab focused on workforce and exit interview analysis

### Session 2. Applying AI Across HR Workflows

- Practical prompt engineering techniques for HR tasks
- Applying AI in talent acquisition, onboarding, and employee engagement
- Using AI to support learning and development and talent management
- Action Labs grounded in real HR scenarios

### Session 3. Advanced Use Cases and Practical Tools

- Applying AI in total rewards and performance management
- Building a performance management chatbot
- Designing an interactive onboarding assistant
- Privacy, personalization, and appropriate use considerations

## Program Outcomes

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Each session is designed to move participants from understanding to application without requiring technical expertise.

Participants leave with:

- Clear understanding of why AI matters for HR roles, the workforce, and the organization.
- Fluency in core AI concepts and terminology relevant to HR work.
- Awareness of primary organizational risks, including privacy, responsible use, and where human judgment must remain central.
- Practical experience designing effective prompts for common HR tasks.
- Hands-on exposure to applying AI across core HR workflows.

This is a readiness-building experience focused on practical application, not technical specialization.

## Supporting Materials

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Participants also receive these exclusive resources:

- Individual exercises for practice between sessions
- Access to the GSPS HR AI Prompt Library
- Glossary of Common AI terms
- Effective Prompting Guide

# What Participants Are Saying

## SVP, Human Resources

“This workshop covered multiple AI platforms in a way that felt practical and manageable. The hands-on labs made it clear how these tools can be used in real HR work, not just demonstrated. I left with a much stronger sense of how to apply AI responsibly in my role.”

## HR Director

“I learn best by doing, and the labs were the strongest part of the program. Being able to follow along step by step made AI feel accessible rather than intimidating. I am already using what I learned in my day-to-day work.”

## People Business Partner

“What worked especially well was being shown how to write better prompts and seeing the immediate difference in outputs. This program moved quickly from concepts to application. It gave me confidence to experiment thoughtfully rather than hesitate.”

## Senior HR Leader

“One of the most practical learning experiences I have had while exploring AI. The pacing and hands-on practice built real confidence using the tools in day-to-day work. The environment supported fast learning and meaningful application.”

## Global HR Leader

“I was looking for hands-on training that would expand my thinking beyond my usual area of familiarity. This program helped me see relevant AI use cases across HR, not just in isolated tasks. The return on the time invested was clear.”

## Chief Human Resources Officer

“With organizations expecting HR to lead upskilling and reskilling efforts, this program helps HR build the fluency needed to support that agenda. It is practical, well structured, and focused on real HR applications. I would recommend it for HR leaders across levels.”

## HR Leader

“The curriculum was thoughtfully designed and the practice labs were immediately applicable. The facilitation made complex concepts accessible without oversimplifying them. I am leaving with practical skills and a stronger lens on responsible use.”

## Head of People

“I did not expect to learn this much in a short program. I thought I already understood generative AI, and the workshop expanded my view of what is available and how it can be used responsibly. I have recommended it to colleagues.”

# Designed by HR Practitioners. Validated by AI Experts. Trusted by Leading Organizations.



This program was designed by experienced HR practitioners and validated by AI experts and prompt engineers. We are proud to support HR professionals across the organizations shown here, representing a sample of those we have served through both open-enrollment programs and in-company engagements.

**Alcon**

**dayforce**



**KnowBe4**

**LHH**



## Additional Ways We Partner With Organizations on AI

**Our approach is intentionally tailored to each organization's context and priorities.**

**We partner with leaders to design AI solutions that support business strategy, leadership capability, culture, and AI readiness, helping organizations evolve how work gets done.**

### Advisory and Leadership Engagement

- AI briefings for boards and executive teams
- AI coaching for senior leaders

### Readiness, Strategy, and Governance

- AI readiness diagnostics
- AI adoption strategy and policy development
- Responsible AI use guidance for people-related decisions

### Applied AI and Workflow Integration

- Design of practical, customized AI use cases
- AI workflow integration across HR functions

### Learning and Capability Building

- Functional AI training for business teams
- Workforce AI literacy programs
- AI train-the-trainer enablement