

The Impact of AI On HR: Opportunities, Challenges and Strategies

"Redesigning the HR sector to a sector that dwells now and the future"

Event Date: 21st – 22nd November 2024

Virtual: On Microsoft Teams

Venue: Protea by Marriot Hotel Johannesburg Wanderers

Workshop Overview


What is the impact of AI on Human Resources?

The sector of HR has experienced exceptional changes with the advent of Artificial Intelligence (AI), affecting aspects such as employee engagement, performance management recruitment and training, however AI has provided numerous benefits, which poses challenges that HR professionals should address. The principal benefits of AI in HR is improved efficiency, where automation frees up HR professionals time to focus on more strategic initiatives.

Our two-day conference will advance your understanding in exploring the opportunities and challenges AI presents to HR and how businesses can maximize benefits and mitigate risks. This conference will be articulating all the opportunities, challenges and strategies for successful integration of Artificial Intelligence in HR which include developing a clear AI strategy, ensuring ethical AI use, focusing on employee involvement.

This training aims to equip managers and HR team members with the essential knowledge and practical skills to navigate the evolving.

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Our experienced facilitators



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Please click on the LinkedIn icon to view our facilitators profiles online. These are experts in the field.



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Delegate Short Note

Artificial Intelligence in HR is already making a significant impact in various organizations from automating repetitive tasks to providing real-time insights into employee performance and employee sentiment, companies are leveraging AI to enhance their HR functions. Many companies have subjected to the use of AI-powered chatbots for benefits administration and AI-driven solutions for performance reviews and talent management.

Training Objectives:

- ❖ Understand the impact of artificial intelligence on human resources and the key role you can play in it.
- ❖ Discover the challenges and opportunities of AI for HR
- ❖ Understand the implications of these disruptive technologies and how they can transform the way you work.
- ❖ Understand the fundamental concepts of AI and how they apply to HR processes
- ❖ Identify opportunities for AI integration within various HR functions
- ❖ Develop strategies for leveraging AI while ensuring data privacy and ethical use.
- ❖ Design a basic roadmap for introducing AI solutions into their HR practices.

Individual Benefits.

- ❖ Enhanced candidate hiring process.
- ❖ Improved quality recruitment.
- ❖ Eliminate the need to browse through thousands of applications
- ❖ Elimination of human errors and improved business analytics
- ❖ AI can help hiring teams manage candidates through clear, consistent and immediate communication.
- ❖ As an HR professional, your role is crucial in the integration of AI

Organizational Benefits

- ❖ Employers can upskill the workforce through software integrated with AI capabilities, which can significantly develop critical analytical skills in staff.
- ❖ Minimize the scope of worthy candidates being missed.
- ❖ Improved workflow management and scalable business operations.
- ❖ Improved data management and privacy.

Who Should Attend?

- ❖ HR Professionals
- ❖ HR Managers, HR Business Partners, Talent Acquisition Specialists
- ❖ Human Resource Information System Professional
- ❖ CHROs, SVP's, VPs & Directors within Human Resources/ Human Capital
- ❖ This conference is a must-attend for any HR professional who wants to stay ahead of the curve
- ❖ Learning and development managers



Day 1

08:00 – 08:15 **Tea, Registration & Networking.**

08:15 – 08:20 **Introduction** (Alliance Training & Conferencing Executive Representative)

- ❖ Presentation of the day's Objectives

08:20 – 09:20 **AI, the 4th Industrial revolution, a threat or an opportunity for your company?**

Speaker: Darryn Van Den Berg

- ❖ Why is AI disruptive?
- ❖ What are the current tools and possibilities of (generative)AI?
- ❖ AI, ChatGPT, Copilot. What are we talking about?

09:20 – 10:20 **How can AI be used in everyday HR practice?**

Speaker: Michael Olorunjuwon Samuel

- ❖ Adoption of generative AI in HR
- ❖ The impact of AI human resources.
- ❖ Introduction to prompt
- ❖ Putting it into practice: ChatGPT: configuration and basic principles

10:20 – 11:40 **Coffee Break & Networking**

11:40 – 12:30 **Human or AI, opposition or complementarity**

Speaker: Prof. Claudia Sigamoney

- ❖ How is AI transforming work and the skills required?
- ❖ What are the ethical and social challenges and risks of AI?
- ❖ What type of AI governance should be put in place?
- ❖ Q & A: AI myths, limits and realities.

12:30 – 13:15 **How can AI be used in everyday practice?**

Speaker: Ravi Dinesh Moodley

- ❖ Practical exercises with ChatGPT by use case
- ❖ Creation of job descriptions, selection processes, interviews
- ❖ Analysis of texts and documents, reports and CVs
- ❖ Writing emails, instructions, rules, internal communication
- ❖ Making presentations, analyzing data, managing meetings, etc.

13:15 – 14:00 **Lunch Break & Networking**

14:00 – 15:00 **Round Table Discussion: Re-engineering HR Processes**

Speaker: Brigitte Padayachee

- ❖ The increasing focus on apps vs processes
- ❖ Redesigning HR processes using digital technologies and approaches
- ❖ The need for best fit vs best practice design
- ❖ The impact on digital or recruiting, learning, performance management and reward

15:00 – 15:15 Mid Afternoon Coffee Break

15:15 – 16:00 **HR and AI, threat or opportunity? Speaker: Antoinette Roberts**

- ❖ What is the future of HR? Trends and changing roles
- ❖ Why does HR play a central role in the age of AI?



- ❖ Discussions: What are the challenges facing HR in the face of AI
- ❖ How can AI be an asset in the war of talent?

Day Two

08:00 – 08:15 Morning Coffee & Registration

08:15 – 09:15 **HR Strategy in the era of AI**

Speaker: Sakeena Adams

- ❖ How do you put AI & HR on the management committee agenda?
- ❖ How can we assess the impact of AI on roles and talent within the company?
- ❖ How do you develop an HR strategy for the AI era?
- ❖ What corporate culture should be developed in response of AI?
- ❖ 16:50 Conclusion and End of Day One

09:15 – 10:15 **The HR plan for a future-proof company**

Speaker: Lebogang Mbana

- ❖ Assessment of current capabilities, skills and future business needs
- ❖ Assessment of the impact of AI on roles and tasks.
- ❖ Set up a continuous training, up-skilling and re-skilling program
- ❖ Assessment of new opportunities and roles

10:15 – 11:15 **Navigating between challenges and opportunities as HR in the age of AI**

Speaker: Prof. Kwazi Majola

- ❖ Challenges and opportunities in retraining and workforce adjustment
- ❖ Change management strategy
- ❖ Communicating change
- ❖ Characteristics of a resilient organization

11:15 – 11:45 **Mid Morning Tea Break**

11:45 – 12:46 **Developing a positive technological culture**

Speaker: Dr. Nischal Khandai

- ❖ Why techno-positivity in corporate culture?
- ❖ Components of technological positivity (willing, able and capable)
- ❖ How can we assess techno-positivity within the company?
- ❖ Collaboration with internal stakeholders (IT, management, etc.)

12:46 – 13:45 **Lunch Break**

13:46 – 14:45 **Adopting HRTech for an even more people-friendly HR department**

Speaker: Phumzile Hlatshwayo

- ❖ HRTech overview and solutions
- ❖ Redefining your role as HR

14:46 – 15:45 **The "AI-Ready Workforce Canvas", your HR strategy of the AI era**

Speaker: Dirusha Juta

- ❖ Development of the AI-Ready workforce Canvas for your company
- ❖ Exchange and sharing

15:45 – 16:00 **Mid Afternoon Tea Break**

16:00 **End of Conference and Handling of Certificates**





Registration Form

Please write in BLOCK CAPITALS

Company & Delegates Details

Company name: _____

Business Address: _____

Vat: _____

City: _____ Postal Code: _____

Fax: _____

Att: Lethu info@alliancetc.co.za

First Event: 21st – 22nd November 2024

Virtual

In-person

Protea by Marriot Hotel Johannesburg Wanderers

Second Event: 6th – 7th March 2025

Virtual

In-person

Protea by Marriot Hotel Johannesburg Wanderers

Delegate Details:

1. First Names: _____

Position: _____

Email: _____

2. First Names: _____

Position: _____

Email: _____

3. First Names: _____

Position: _____

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Position: _____

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Position: _____

Email: _____

Price per Delegate: R7 999.99 (USD500)

Virtual Price: R6 699.99 (USD390) Available

PayPal available for all international delegates, but pricing excl bank charges

Authorization

Signatory must be authorized to sign on behalf of the contracting Organization:

First Name: _____

Position: _____

Email Address: _____

Signature: _____

Date: _____

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