Training Course on Building an AI-Ready Workforce and Talent Strategy

Professional Development Training Course Outline

Category	CEOs and Directors	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's rapidly evolving technological landscape, **Artificial Intelligence (AI) integration** is no longer a futuristic concept but a present imperative for **business growth** and **competitive advantage**. Organizations worldwide are recognizing the critical need to **upskill and reskill their workforce** to harness the transformative power of AI. Training Course on Building an AI-Ready Workforce and Talent Strategy provides a strategic roadmap for leaders, HR professionals, and employees to navigate the **AI revolution**, fostering an **AI-literate culture** and building a robust **AI talent pipeline**. By empowering your team with **practical AI skills** and a deep understanding of **AI's impact on work**, this program ensures your organization remains at the forefront of innovation and **future-proofs your workforce**.

The shift towards an **AI-driven economy** demands a proactive approach to **workforce transformation**. This training focuses on developing not just technical proficiency, but also the **human-centric skills** essential for successful **human-AI collaboration**. From **ethical AI considerations** to **data-driven decision-making**, participants will gain actionable insights and strategies to implement AI effectively across various business functions. This course is designed to equip your organization with the necessary tools to identify **AI opportunities**, mitigate risks, and foster a **culture of continuous learning** that thrives in the age of intelligent automation

Programme Curriculum

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5 days

Course Objectives

1. Assess current organizational **AI readiness** and identify critical **skill gaps**.
2. Develop a **holistic AI talent strategy** that aligns with overarching business objectives.
3. Forecast **future workforce needs** and anticipate the impact of AI on job roles.
4. Create effective **AI upskilling programs** and **reskilling initiatives** for diverse employee segments.
5. Understand and apply **responsible AI principles**, including **bias mitigation** and **data privacy**.
6. Gain practical experience with **trending AI tools** and platforms for various business applications.
7. Enhance **data literacy** and the ability to interpret **AI-driven insights**.
8. Foster effective **human-AI collaboration models** and optimize **augmented intelligence workflows**.
9. Implement robust **change management strategies** for successful AI adoption.
10. Redefine **talent acquisition strategies** to attract and retain **AI-savvy professionals**.
11. Leverage AI for **enhanced performance management** and personalized employee development.
12. Stimulate **AI-driven innovation** and foster a culture of **continuous improvement**.
13. Measure the **return on investment (ROI)** of AI workforce development initiatives.

Organizational Benefits

- Automate repetitive tasks, streamline workflows, and optimize resource allocation.
- Leverage AI-driven insights for smarter, faster, and more informed strategic choices.
- Stay at the forefront of technological advancements and outpace competitors in an AI-driven market.
- Boost employee engagement, satisfaction, and loyalty through continuous skill development.
- Optimize processes and identify areas for cost reduction through AI implementation.
- Drive new product development, service offerings, and business models.
- Identify and mitigate potential risks associated with AI adoption and ethical concerns.
- Adapt to evolving technological landscapes and maintain a resilient, agile workforce.

Target Audience

1. HR Professionals
2. Senior Leadership & Executives.
3. Mid-Level Managers.
4. Learning & Development Specialists.
5. Organizational Development Practitioners.
6. Innovation Leads.
7. Business Unit Leaders
8. Emerging Professionals.

Course Outline

Module 1: Understanding the AI Landscape and its Impact on Work

- Introduction to AI: Demystifying AI, Machine Learning, Deep Learning, and Generative AI concepts.
- The AI Revolution: Exploring the current state and future trends of AI across industries.
- Impact on Jobs & Skills: Analyzing how AI is reshaping job roles, creating new opportunities, and rendering some obsolete.
- AI Readiness Assessment Frameworks: Tools and methodologies for evaluating an organization's and individual's AI maturity.
- **Case Study:** Examine a manufacturing company (e.g., Siemens) that successfully integrated AI for predictive maintenance, shifting employee roles from manual repair to AI system oversight and analysis.

Module 2: Crafting an AI-Driven Workforce Strategy

- Aligning AI with Business Objectives: Developing an AI strategy that supports organizational goals and competitive advantage.
- Workforce Planning in the AI Era: Forecasting future talent needs, identifying critical skill gaps, and planning for organizational restructuring.
- Talent Pipeline Development: Strategies for building a robust internal and external AI talent pipeline.
- AI-Powered Talent Acquisition: Leveraging AI tools for smarter sourcing, screening, and candidate experience.
- **Case Study:** Analyze how a large financial institution (e.g., JPMorgan Chase) used AI to identify emerging skill demands in data science and cybersecurity, then proactively built a training academy.

Module 3: Developing AI-Ready Capabilities: Upskilling and Reskilling

- Designing Effective Upskilling Programs: Best practices for creating engaging and impactful AI training initiatives.
- Reskilling Strategies for Displaced Workers: Providing pathways for employees whose roles are automated by AI.
- Curating AI Learning Paths: Personalized learning journeys for diverse skill levels and job functions.
- Learning Technologies for AI Training: Exploring AI-powered LMS, adaptive learning platforms, and immersive experiences.
- **Case Study:** Investigate a retail giant (e.g., Walmart) that implemented large-scale reskilling programs for store associates to leverage AI tools for inventory management and personalized customer service.

Module 4: Ethical AI and Responsible Implementation

- Understanding AI Bias: Identifying sources of bias in AI algorithms and their societal and organizational implications.
- Data Privacy and Security in AI: Best practices for protecting sensitive data used in AI systems.
- AI Governance and Policy Development: Establishing internal guidelines and frameworks for responsible AI use.
- Human Oversight and Accountability: Ensuring human-in-the-loop approaches and clear accountability for AI decisions.
- **Case Study:** Discuss a healthcare provider that developed stringent ethical guidelines and a review board for AI diagnostics to ensure patient trust and mitigate discriminatory outcomes.

Module 5: Integrating AI Tools and Technologies in Daily Work

- Generative AI for Productivity: Leveraging tools like ChatGPT, Bard, and other LLMs for content creation, communication, and brainstorming.
- AI in Data Analysis and Insights: Utilizing AI for data visualization, predictive analytics, and deriving actionable intelligence.
- AI for Workflow Automation: Implementing AI-powered automation across various business processes (e.g., HR, customer service, marketing).
- Prompt Engineering Best Practices: Techniques for effective communication with AI models to maximize output quality.
- **Case Study:** Examine a marketing agency that significantly boosted campaign efficiency and personalization by training its team on generative AI for content creation and AI-driven analytics for customer segmentation.

Module 6: Fostering a Culture of Human-AI Collaboration

- Redefining Roles: Human-AI Teaming: Understanding the synergistic relationship between humans and AI.
- Developing Soft Skills for AI Era: Emphasizing critical thinking, problem-solving, creativity, and emotional intelligence.
- Change Management for AI Adoption: Overcoming resistance and fostering enthusiastic embrace of AI.
- Communication Strategies for AI Initiatives: Transparent and empathetic communication about AI's impact.
- **Case Study:** Highlight a tech company that implemented "AI co-pilot" programs, where human employees worked alongside AI systems, leading to increased innovation and job satisfaction.

Module 7: Measuring Success and ROI of AI Workforce Initiatives

- Key Performance Indicators (KPIs) for AI Training: Defining metrics to track the effectiveness of workforce development programs.
- Quantifying ROI: Methodologies for demonstrating the tangible benefits of an AI-ready workforce.
- Continuous Learning Ecosystems: Building frameworks for ongoing skill development and adaptation.
- Feedback Loops and Iteration: Regularly assessing program effectiveness and making necessary adjustments.

- **Case Study:** Present a logistics company that tracked significant reductions in delivery times and operational costs directly attributable to their AI workforce training, demonstrating clear ROI.

Module 8: Leadership in the Age of AI

- Leading AI Transformation: The role of leadership in driving successful AI adoption and cultural change.
- AI for Strategic Decision-Making: How leaders can leverage AI for competitive intelligence and market forecasting.
- Building an Innovative AI Culture: Encouraging experimentation, learning from failures, and fostering a growth mindset.
- Addressing the Future of Work Challenges: Proactive strategies for managing potential job displacement and ethical dilemmas.
- **Case Study:** Discuss a CEO who championed a company-wide AI literacy initiative, resulting in unexpected cross-departmental AI innovations and a highly engaged workforce.

Training Methodology

This training course employs a dynamic and interactive methodology designed for practical application and deep understanding. It combines:

- **Instructor-Led Sessions:** Expert-led presentations, discussions, and Q&A.
- **Interactive Workshops:** Hands-on exercises, group activities, and collaborative problem-solving.
- **Case Studies Analysis:** In-depth examination of real-world organizational AI implementations and their impact on the workforce.
- **Practical Demonstrations:** Live demonstrations of trending AI tools and platforms.
- **Guest Speaker Engagements:** Insights from industry leaders and AI practitioners.
- **Peer Learning & Networking:** Opportunities for participants to share experiences and best practices.
- **Action Planning:** Guided sessions for participants to develop customized AI workforce strategies for their organizations.
- **Online Resources:** Access to curated readings, videos, and AI tools for continuous learning.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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