Generative AI applied to HR: from recruitment to talent management

Duration: 1 day
Audience: Professionnel RH

Who is this training for?

This training is aimed at human resources professionals wishing to understand and use artificial intelligence in their missions:

- Human resources directors and managers
- Recruitment and talent acquisition managers
- Training and skills development managers
- Career managers
- Quality of life at work managers
- HR business partners
- Compensation and benefits specialists

Training objectives

At the end of this training, you will be able to:

- Identify the main AI tools relevant to your business context
- Explain the general functioning of the presented AI tools
- Autonomously use the presented AI tools
- Evaluate the relevance of an AI tool for a given task
- Develop custom prompts tailored to your needs
- Build your own custom AI toolbox

Summary

This practical and intensive training propels you into the concrete use of AI tools to amplify your HR practices. After a targeted introduction to specialized AI tools for human resources, you will experience their use first-hand through practical exercises based on real HR situations. The focus

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is on immediately applying the knowledge gained to your daily challenges: optimizing recruitment processes, personalizing the employee experience, predictive talent analytics, and optimizing training. You'll leave with a personalized toolkit and the confidence to integrate AI into your HR processes, significantly increasing your impact while preserving the human dimension of your function.

Course outline

- Module: Introduction to LLMs and Generative AI (30mins).
- Module: Security and Privacy in the Use of LLMs (30mins).
- Module: Producing text using an LLM (60mins).
- Module: Analyze and synthesize text using an LLM (60mins).
- Module: Transform and format text using an LLM (30mins).
- Module: Translating and Localizing with AI (30mins).
- Module: Analyzing visuals using an LLM (30mins).
- Module: Analyzing data with AI (30mins).
- Module: Search (web and other) with the help of LLMs (30mins).
- Module: Learning with the help of an LLM (30mins).
- Module: Doing Ideation Using an LLM (30mins)

Approach and methodology

Practical and HR business-oriented approach, based on concrete exercises and real-life situations. Participants experience first-hand generative AI tools to optimize recruitment, talent management, and HR processes.

Prerequisites

Have a rough understanding of key concepts and basic terminology in artificial intelligence.

Recommendations

- Comfortable with digital and office tools
- Experience or role in human resources (recruitment, training, talent management, etc.)

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- Understanding of HR processes (e.g., recruitment, skills development)
- Basic notions or interest in artificial intelligence
- Openness to experimentation and transformation of professional practices Interest in issues of confidentiality, ethics and responsible use of AI

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