

COURSE OVERVIEW AI0170-3D
Strategic Sourcing (AI)

Course Title

Strategic Sourcing (AI)

Course Date/Venue

Session 1: July 26-28, 2026/Tamra Meeting Room, Al Bandar Rotana Creek, Dubai, UAE

Session 2: December 06-08, 2026/Sur Meeting Room, Royal Tulip Muscat, Muscat, Oman



Course Reference

AI0170-3D



Course Duration/Credits

Three days/1.8 CEUs/18 PDHs

Course Objectives



This practical and highly-interactive course includes various practical sessions and exercises. Theory learnt will be applied using our software tools.



This course is designed to provide participants with a detailed and up-to-date overview of Artificial Intelligence in Human Resources – Smart Recruitment & Performance Management. It covers the role of AI in HR and AI technologies transforming HR; the AI in workforce planning and talent management, ethical considerations in AI-powered HR and AI for HR chatbots and employee support; and the AI for crafting optimized job descriptions, job market and competitor analysis, automated candidate sourcing and identifying passive candidates.



Further, the course will also discuss the AI-based resume screening and shortlisting, video interviewing, candidate assessment and predictive analytics; the continuous performance monitoring, identifying high performers, productivity tracking and predictive performance reviews; and the AI-based pulse surveys for employee sentiment analysis, personalized employee engagement strategies, automating employee feedback collection and career development planning.

During this interactive course, participants will learn the AI for employee productivity and task automation and employee retention and turnover prediction; the AI for workforce analytics and decision support, predictive HR metrics and payroll and compensation planning; the AI in HR compliance and risk management and HR forecasting and scenario planning; the AI's role in the future of HR leadership, AI-powered HR digital transformation roadmap, remote work and hybrid workforce management and emerging workforce trends; the ethical hiring and workforce inclusion, managing AI bias and fairness in HR AI models and ensuring transparent HR practices; and the AI in enterprise-level HR operations, AI and HR automation and building an AI-ready HR department.

Course Objectives/Outcomes & Benefits for the Participants

Upon the successful completion of this course, each participant will be able to:-

- Apply and gain an in-depth knowledge on artificial intelligence in human resources
- Discuss the role of AI in HR and AI technologies transforming HR covering machine learning and predictive analytics in HR, natural language processing (NLP), robotic process automation (RPA) and sentiment analysis in employee engagement
- Apply AI in workforce planning and talent management, ethical considerations in AI-powered HR and AI for HR chatbots and employee support
- Use AI for crafting optimized job descriptions, job market and competitor analysis, automated candidate sourcing and identifying passive candidates
- Carryout AI-based resume screening and shortlisting, video interviewing, candidate assessment and predictive analytics in hiring decisions
- Remove unconscious bias in hiring, implement DEI metrics and compliance and monitor pay equity and fair hiring practices
- Apply continuous performance monitoring, identifying high performers, productivity tracking and predictive performance reviews
- Carryout AI-based pulse surveys for employee sentiment analysis, personalized employee engagement strategies, automating employee feedback collection and career development planning
- Develop AI for personalized learning recommendations, upskilling and reskilling programs, knowledge retention strategies and predicting future training needs
- Employ AI for employee productivity and task automation and employee retention and turnover prediction
- Apply AI for workforce analytics and decision support, predictive HR metrics and payroll and compensation planning
- Carryout AI in HR compliance and risk management as well as HR forecasting and scenario planning
- Discuss AI's role in the future of HR leadership, AI-powered HR digital transformation roadmap, remote work and hybrid workforce management and emerging workforce trends
- Apply ethical hiring and workforce inclusion, manage AI bias and fairness in HR AI models and ensure transparent HR practices
- Implement AI in enterprise-level HR operations, apply AI and HR automation and

build an AI-ready HR department

Exclusive Smart Training Kit - H-STK®



Participants of this course will receive the exclusive “Haward Smart Training Kit” (H-STK®). The H-STK® consists of a comprehensive set of technical content which includes **electronic version** of the course materials conveniently saved in a **Tablet PC**.

Who Should Attend

This course provides an overview of all significant aspects and considerations of artificial intelligence in human resources for HR professionals and managers, organizational development professionals data analysts and HR analytics teams, tech and AI developers in HR and other technical staff.

Training Methodology

All our Courses are including **Hands-on Practical Sessions** using equipment, State-of-the-Art Simulators, Drawings, Case Studies, Videos and Exercises. The courses include the following training methodologies as a percentage of the total tuition hours:-

- 30% Lectures
- 20% Practical Workshops & Work Presentations
- 30% Hands-on Practical Exercises & Case Studies
- 20% Simulators (Hardware & Software) & Videos

In an unlikely event, the course instructor may modify the above training methodology before or during the course for technical reasons.

Learning Design & Customization

This course can be customized to the exact requirements of clients. Haward Technology is so proud of our huge capabilities in tailoring our courses to the training needs of our valued clients.

Accommodation

Accommodation is not included in the course fees. However, any accommodation required can be arranged at the time of booking.

Course Fee

US\$ 3,750 per Delegate + **VAT**. This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Course Certificate(s)

Internationally recognized certificates will be issued to all participants of the course who completed a minimum of 80% of the total tuition hours


Certificate Accreditations

Haward's certificates are accredited by the following international accreditation organizations:

- 

British Accreditation Council (BAC)

Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. Haward's certificates are internationally recognized and accredited by the British Accreditation Council (BAC). BAC is the British accrediting body responsible for setting standards within independent further and higher education sector in the UK and overseas. As a BAC-accredited international centre, Haward Technology meets all of the international higher education criteria and standards set by BAC.

- 

The International Accreditors for Continuing Education and Training (IACET - USA)

Haward Technology is an Authorized Training Provider by the International Accreditors for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this authority, Haward Technology has demonstrated that it complies with the **ANSI/IACET 2018-1 Standard** which is widely recognized as the standard of good practice internationally. As a result of our Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for its programs that qualify under the **ANSI/IACET 2018-1 Standard**.

Haward Technology's courses meet the professional certification and continuing education requirements for participants seeking **Continuing Education Units (CEUs)** in accordance with the rules & regulations of the International Accreditors for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

Haward Technology Middle East will award **1.8 CEUs** (Continuing Education Units) or **18 PDHs** (Professional Development Hours) for participants who completed the total tuition hours of this program. One CEU is equivalent to ten Professional Development Hours (PDHs) or ten contact hours of the participation in and completion of Haward Technology programs. A permanent record of a participant's involvement and awarding of CEU will be maintained by Haward Technology. Haward Technology will provide a copy of the participant's CEU and PDH Transcript of Records upon request

Course Instructor(s)

This course will be conducted by the following instructor(s). However, we have the right to change the course instructor(s) prior to the course date and inform participants accordingly:



Dr. Chris Le Roux, PhD, M.Com, B.Com (Hons), PMP, Industrial Psychologist (HPCSA Reg.), PMI-ATP Instructor PMI-PMP, PMI-CAPM Instructor is a **Senior Management Consultant & Project Management Professional** with over **30 years** of combined engineering, managerial, consulting, counseling, and international training experience across Africa, the Middle East, the Gulf region, and Europe. His expertise lies extensively in the areas of **Project & Contracts Management Skills, Project & Construction Management, Project Planning, Scheduling, Cost Control, and Earned Value Management, Project Management (Predictive, Agile, and Hybrid), PMO setup and governance, Project Delivery & Governance Framework, Project Management Practices, Project Management Disciplines, Risk and Contract Management** (including contract development, tendering, dispute resolution, and claims), **Risk Identification Tools & Techniques, Project Life Cycle, Stakeholder Management and Communication, Performance Coaching and Difficult Conversations, Project Management Processes, Project Integration Management, Project Management Plan, Project Work Monitoring & Control, Project Scope Management, Project Time Management, Project Cost Management, Project Quality Management, Quality Assurance, Project Human Resource Management, Project Communications Management, Leadership Orientation Programme, Leadership & Team Development, Psychology of Leadership, Interpersonal Skills & Teamwork, Coaching & Mentoring, Innovation & Creativity, Leadership & Performance Management, Leadership Communication, Leadership Excellence for Senior Management, Supervisory, Leadership, Coaching & Mentoring, Leadership, Communications & Interpersonal Skills, Administrative Leadership Skills, Office Management & Administration Skills, Contract Management, Tender Development, Contract Standards & Laws, Dispute Resolution & Risk Identification, Myers-Briggs Type Indicator (MBTI), Organization Development Consultation, Advanced Debriefing of Emotional Trauma, Interpersonal Motivation, Model Based Interviewing, Coaching & Motivation, Creative Thinking & Problem-Solving Techniques, Emotional Intelligence and Resilience, Presentation Skills, Communication & Interpersonal Skills, Effective Communication & Influencing Skills, Effective Business Writing Skills, Writing Business Documents, Business Writing (Memo & Report Writing), Controlling Your Time & Managing Stress, Crisis Management and Decision-Making Under Pressure; and Customer Experience, Service Excellence, and Negotiation Skills, Strategic Human Resources Management, Change Management and Organizational Development, Human Capital and Talent Management (succession planning, performance management, competency frameworks, and behavioral assessment), Strategic Planning and Execution, Project Risk Analysis & Risk Management, Global Diverse & Virtual Teams Operation, Exceeding Customer Expectations, Corporate Governance Best Practice, Business Performance Management & Improvement, Building Environment of Trust & Commitment, Win-Win Negotiation Strategies, Quality Improvement & Resource Optimization, Neuro Linguistic Programming (NLP), Personal Resilience Developing, Effective Role Modelling & Development, Managing Dynamic Work Environments, Organizational Development, Career Management, Situation & Behaviour Analysis, Interpersonal Motivation Skills, Inventory Management and Financial Administration. Further, he has also led or supported Training Needs Analyses (TNA), large-scale capability development programs, and leadership pipelines for technical, operational, and graduate employees.**

During his career life, Dr. Le Roux has gained his academic and field experience through his various significant positions and dedication as the **Training & Development General Manager, Departmental Head (Electrical), Project Manager, Account Manager, Commercial Sales Manager, Manager, Sales Engineer, Project Specialist, Psychology Practitioner, Senior Consultant/Trainer, Business Consultant, Assistant Chief Education Specialist, ASI Coordinator, Part-time Lecturer/Trainer, PMP & Scrum Trainer, Assessor & Moderator, Team Leader, Departmental Head, Senior HR Consultant, Senior Lecturer / Academic Supervisor, Technical Instructor/Qualifying Technician, Apprentice Electrician: Signals, International Trainer, and Part-Time Electrician** from various companies and universities such as the South African Railway (SAR), Department of Education & Culture, **ESKOM**, Logistic Technologies (Pty. Ltd), Human Development: Consulting Psychologies (HDCP) & IFS, Mincon, Eagle Support Africa, Sprout Consulting, UKZN, Grey Campus, Classis Seminars and CBM Training.

Dr. Le Roux has a **PhD in Leadership in Performance & Change**, a **Master's degree in Human Resource Management**, a **Bachelor's degree (with Honours) in Industrial Psychology**, a National Higher Diploma and a National Technical Diploma in **Qualified Electrical & Mechanical Engineering** from **Germiston College, South Africa**. Further, he is a **Certified Project Management Professional (PMP)**, a **PMI Authorized Training Partner (ATP) Instructor**, a **Certified Associate in Project Management (PMI-CAPM)**, a **Certified Scrum Master Trainer** by the VMedu, a **Certified Instructor/Trainer** and a **Certified Internal Verifier/Assessor/Trainer** by the **Institute of Leadership & Management (ILM)**. Moreover, he is a **Registered Industrial Psychologist** by the Health Professions Council of South Africa (HPCSA), a **Registered Educator** by the South African Council for Educators (SACE) and a **Registered Facilitator, Assessor & Moderator** with Education, Training and Development Practices (ETDP) SETA. He has further delivered numerous trainings, courses, seminars, conferences and workshops globally.

Course Program

The following program is planned for this course. However, the course instructor(s) may modify this program before or during the course for technical reasons with no prior notice to participants. Nevertheless, the course objectives will always be met:

Day 1

| | |
|-------------|--|
| 0730 – 0800 | <i>Registration & Coffee</i> |
| 0800 – 0815 | <i>Welcome & Introduction</i> |
| 0815 – 0830 | PRE-TEST |
| 0830 – 0900 | Understanding AI in HR <i>Definition & Role of AI in HR • AI versus Traditional HR Practices • AI-Driven Decision Making in HR • Benefits & Challenges of AI in HR</i> |
| 0900 – 0930 | AI Technologies Transforming HR <i>Machine Learning & Predictive Analytics in HR • Natural Language Processing (NLP) for HR Chatbots • Robotic Process Automation (RPA) in HR Operations • AI for Sentiment Analysis in Employee Engagement</i> |
| 0930 – 0945 | <i>Break</i> |
| 0945 – 1030 | AI in Workforce Planning & Talent Management <i>AI-Powered Workforce Demand Forecasting • AI in Succession Planning • Smart Skills Gap Analysis • AI for Career Path Recommendations</i> |
| 1030 – 1100 | Ethical Considerations in AI-Powered HR <i>AI Bias in Hiring & Recruitment • Data Privacy & Compliance in HR AI • Ensuring Transparency in AI Decision Making • Ethical AI Practices for HR Professionals</i> |
| 1100 - 1130 | AI for HR Chatbots & Employee Support <i>AI-Powered Chatbots for Employee Queries • Automating Onboarding & HR Documentation • AI-Driven FAQ Systems for Employee Assistance • Improving Employee Experience with Virtual Assistants</i> |
| 1130 – 1200 | Hands-On: Exploring AI Tools for HR Management <i>Overview of AI-Powered HR Software (Workday, Oracle AI, SAP SuccessFactors) • AI Chatbots for Employee Engagement • AI-Based Resume Screening Demonstration • Setting Up AI for Employee Onboarding Automation</i> |
| 1200 – 1230 | AI-Powered Job Posting & Candidate Sourcing <i>AI for Crafting Optimized Job Descriptions • AI-Based Job Market & Competitor Analysis • AI-Driven Automated Candidate Sourcing • AI for Identifying Passive Candidates</i> |
| 1230 – 1245 | <i>Break</i> |
| 1245 – 1315 | AI-Based Resume Screening & Shortlisting <i>How AI Automates Resume Parsing • Machine Learning Algorithms in Resume Matching • AI for Eliminating Bias in Candidate Shortlisting • Using AI for Competency-Based Filtering</i> |
| 1315 – 1345 | AI in Video Interviewing & Candidate Assessment <i>AI-Based Video Interview Analysis (Facial & Voice Recognition) • AI-Powered Psychometric Testing & Behavioral Analysis • AI for Evaluating Candidate Soft Skills • AI in Candidate Ranking & Hiring Recommendations</i> |

| | |
|-------------|--|
| 1345 - 1420 | Predictive Analytics in Hiring Decisions <i>AI for Predicting Employee Success & Retention • AI-Driven Culture Fit Analysis • AI in Identifying High-Potential Candidates • AI for Reducing Turnover in Hiring</i> |
| 1420 – 1430 | Recap <i>Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow</i> |
| 1430 | <i>Lunch & End of Day One</i> |

Day 2

| | |
|-------------|---|
| 0730 – 0800 | AI in Diversity, Equity & Inclusion (DEI) Hiring <i>AI for Removing Unconscious Bias in Hiring • AI-Driven DEI Metrics & Compliance • AI in Monitoring Pay Equity & Fair Hiring Practices • Case Study: AI's Role in Inclusive Hiring</i> |
| 0800 – 0830 | Hands-On: AI Tools for Recruitment Automation <i>AI-Based Resume Screening with Applicant Tracking Systems (ATS) • AI-Powered Video Interview Analysis • Implementing AI for Candidate Matching • AI Chatbots for Initial Candidate Interaction</i> |
| 0830 – 0900 | AI-Powered Employee Performance Analytics <i>AI in Continuous Performance Monitoring • AI for Identifying High Performers • AI-Driven Productivity Tracking • AI-Powered Predictive Performance Reviews</i> |
| 0900 – 0930 | AI in Employee Engagement & Experience <i>AI-Based Pulse Surveys for Employee Sentiment Analysis • AI for Personalized Employee Engagement Strategies • AI in Automating Employee Feedback Collection • AI-Driven Career Development Planning</i> |
| 0930 – 0945 | <i>Break</i> |
| 0945 – 1030 | AI in Training & Learning Development <i>AI for Personalized Learning Recommendations • AI-Powered Upskilling & Reskilling Programs • AI-Based Knowledge Retention Strategies • AI in Predicting Future Training Needs</i> |
| 1030 – 1100 | AI for Employee Productivity & Task Automation <i>AI for Automating Repetitive HR Tasks • AI-Driven Workload Distribution & Optimization • AI in Employee Time Management & Scheduling • AI in Performance Benchmarking</i> |
| 1100 - 1145 | AI for Employee Retention & Turnover Prediction <i>AI-Powered Early Warning Systems for Employee Attrition • AI-Based Exit Interview Analysis • AI for Identifying Retention Risk Factors • AI-Powered Employee Reward & Recognition Programs</i> |
| 1145 – 1230 | Hands-On: AI in Performance Management <i>AI-Based Employee Productivity Dashboards • AI-Driven Sentiment Analysis for Employee Feedback • AI-Powered Personalized Learning & Development Platforms • AI in Performance Review Automation</i> |
| 1230 – 1245 | <i>Break</i> |



| | |
|-------------|--|
| 1245 – 1335 | AI for Workforce Analytics & Decision Support <i>AI in Workforce Demand & Supply Forecasting • AI-Powered Workforce Risk Assessment • AI for Real-Time HR Analytics Dashboards • AI in HR Data Visualization & Reporting</i> |
| 1335 - 1420 | AI-Powered Predictive HR Metrics <i>AI for Real-Time Employee Engagement Monitoring • AI for Identifying Employee Burnout Risks • AI in HR Metrics for Performance vs. Potential Analysis • AI for Workforce Cost Optimization</i> |
| 1420 – 1430 | Recap <i>Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow</i> |
| 1430 | <i>Lunch & End of Day Two</i> |

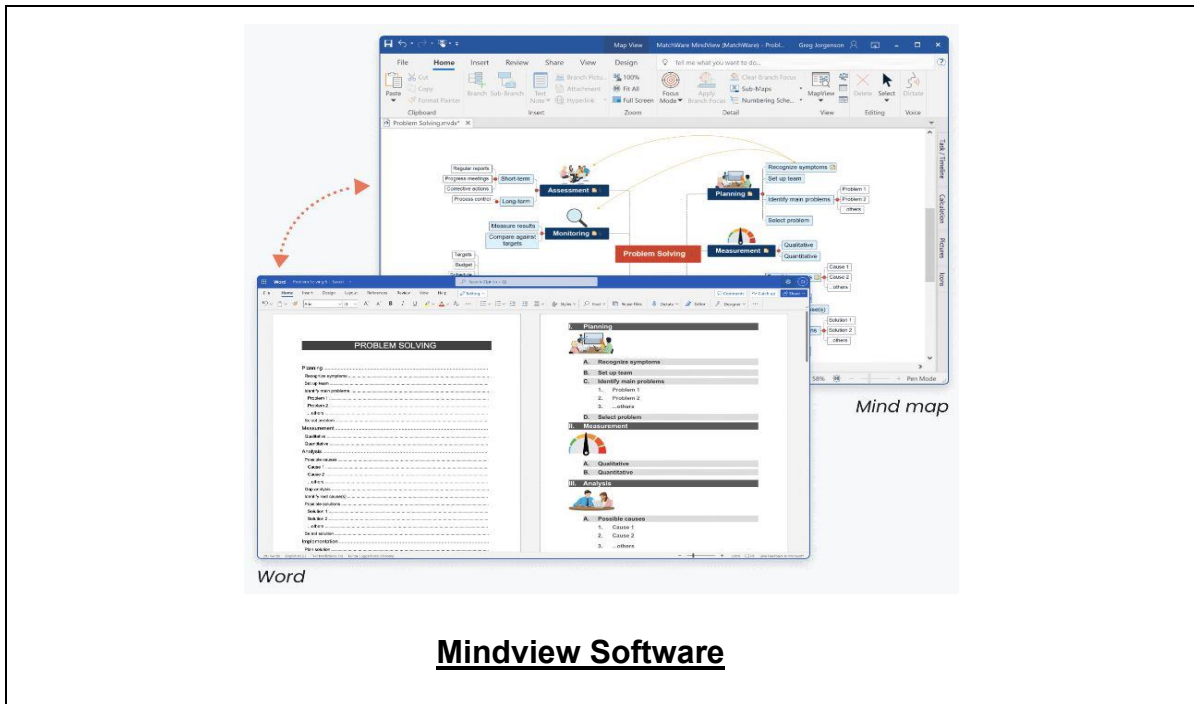
Day 3

| | |
|-------------|--|
| 0730 – 0800 | AI in Payroll & Compensation Planning <i>AI-Powered Payroll Automation • AI for Compensation Benchmarking & Salary Structuring • AI in Performance-Based Compensation Models • AI for Ensuring Pay Equity & Compliance</i> |
| 0800 – 0830 | AI in HR Compliance & Risk Management <i>AI for Ensuring Compliance with Labor Laws • AI in Workplace Safety & Risk Assessments • AI for GDPR & Data Privacy Compliance in HR • AI-Powered Fraud Detection in HR Processes</i> |
| 0830 – 0900 | AI in HR Forecasting & Scenario Planning <i>AI for Future Workforce Planning • AI-Powered Scenario-Based HR Decision Making • AI in Adapting to Market & Economic Changes • AI-Driven Workforce Sustainability Planning</i> |
| 0900 – 0930 | Hands-On: Implementing AI in HR Analytics <i>AI-Based HR Reporting & Data Visualization Tools • Predictive Analytics for Employee Retention & Productivity • AI-Powered Real-Time Workforce Risk Monitoring • AI for Salary Benchmarking & Compensation Planning</i> |
| 0930 – 0945 | <i>Break</i> |
| 0945 – 1030 | The Future of AI in HR & Workforce Transformation <i>AI's Role in the Future of HR Leadership • AI-Powered HR Digital Transformation Roadmap • AI for Remote Work & Hybrid Workforce Management • AI in Emerging Workforce Trends</i> |
| 1030 – 1100 | AI & Ethics in HR Decision-Making <i>AI's Role in Ethical Hiring & Workforce Inclusion • Managing AI Bias & Fairness in HR AI Models • AI for Ensuring Transparent HR Practices • AI & Employee Trust in AI-Driven HR Processes</i> |
| 1100 - 1145 | Implementing AI in Enterprise-Level HR Operations <i>AI-Powered HR Strategy for Large Enterprises • Scaling AI in HR Across Global Workforces • AI in HR Digital Transformation Case Studies • Best Practices for AI Adoption in HR</i> |
| 1145 – 1230 | AI & HR Automation: Scaling AI-Powered HR Solutions <i>AI for Global Talent Management & Mobility • AI in Workforce Augmentation & Robotics • AI-Powered Human & Machine Collaboration • AI for HR Workflow Standardization</i> |
| 1215 – 1230 | <i>Break</i> |

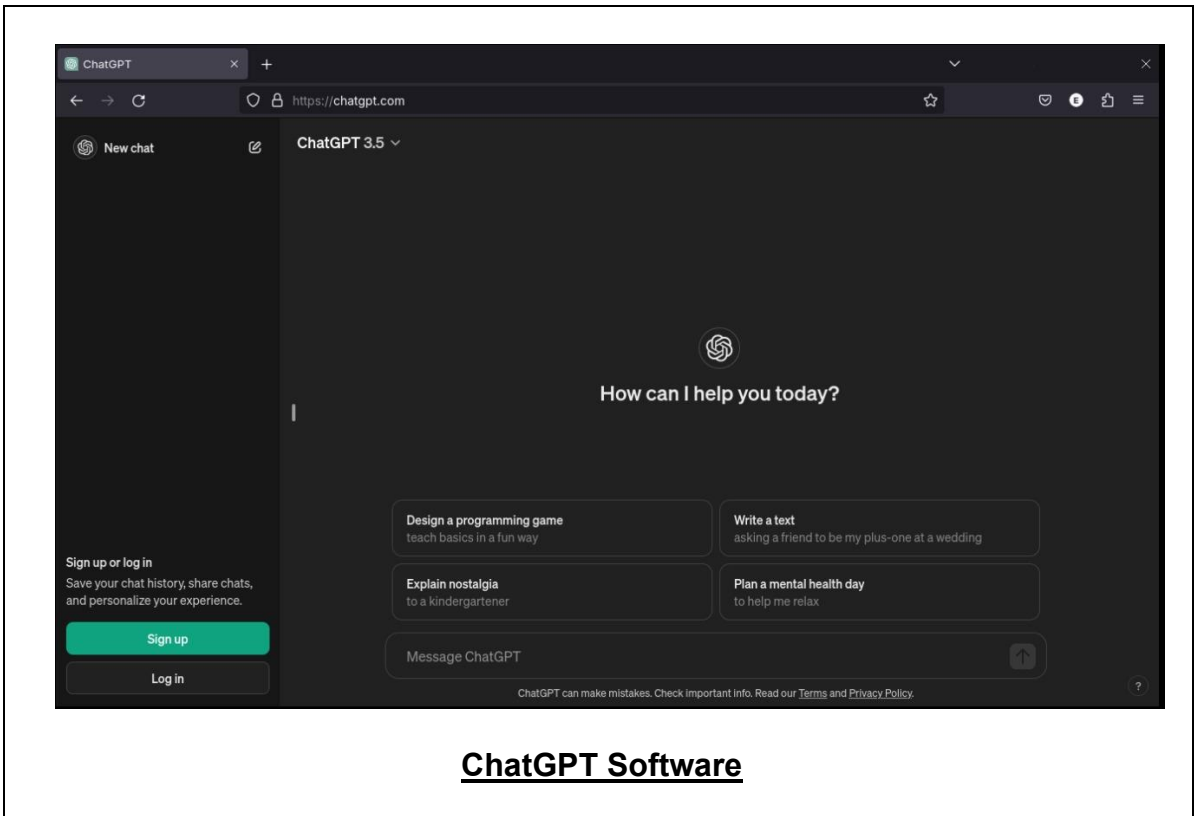
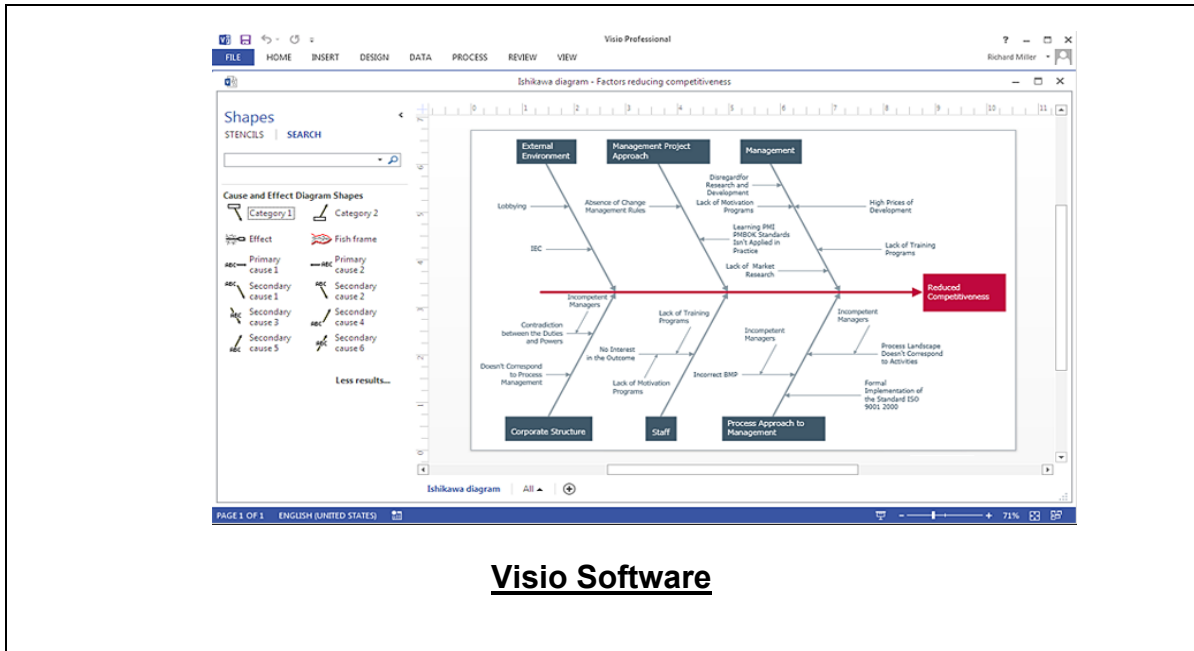
| | |
|-------------|---|
| 1230 – 1300 | Building an AI-Ready HR Department AI Literacy & Training for HR Professionals • AI-Powered HR Skill Development • AI in HR Policy Development & Standardization • AI-Powered Leadership in HR |
| 1300 - 1345 | Hands-On: Final AI HR Strategy Implementation Developing an AI Strategy for HR Transformation • AI-Driven Workforce Management Simulation • Evaluating AI's Impact on HR KPIs • Course Wrap-Up & Next Steps |
| 1345 – 1400 | Course Conclusion Using this Course Overview, the Instructor(s) will Brief Participants about the Course Topics that were Covered During the Course |
| 1400 – 1415 | POST-TEST |
| 1415 – 1430 | Presentation of Course Certificates |
| 1430 | Lunch & End of Course |

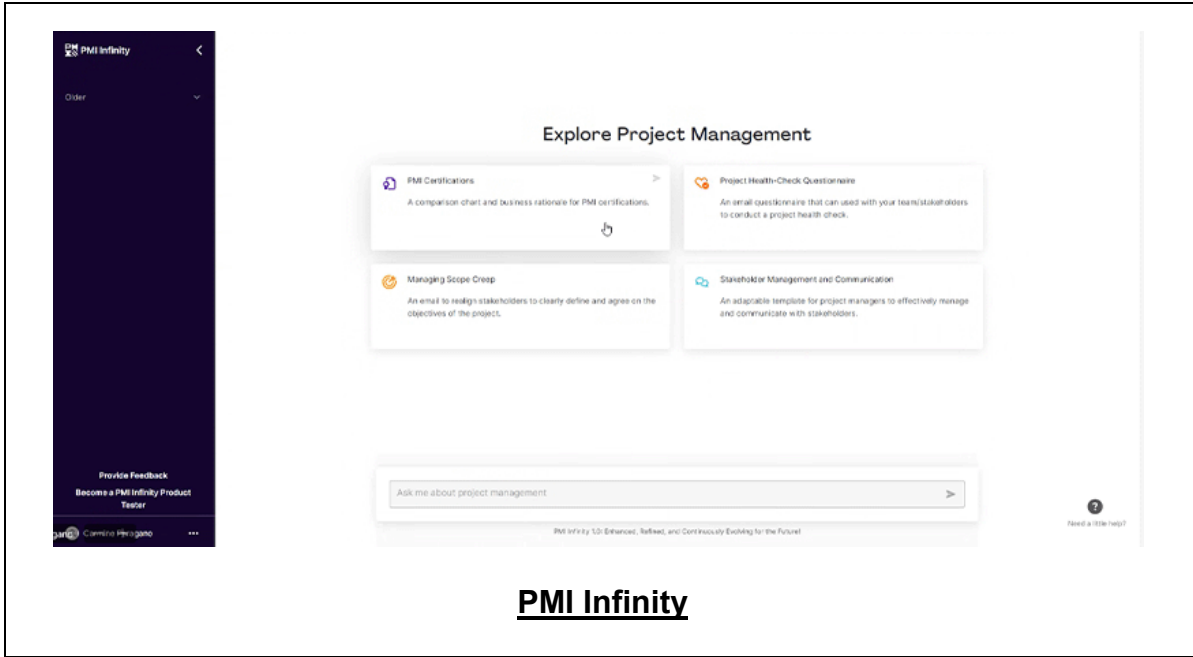
Software Tools Demonstration

Practical sessions will be demonstrated through software tools during the course for delegates. Delegates will have an opportunity to understand the exercises using the “Mindview Software”, “Visio Software”, “ChatGPT” and “PMI Infinity”.



Mindview Software





Course Coordinator

Mari Nakintu, Tel: +971 2 30 91 714, Email: mari1@haward.org