Gen AI For HR Professionals

23 January 2026 10:00 AM - 23 January 2026 05:00 PM

Brief Overview:

MADRAS MANAGEMENT ASSOCIATION

Presents

One day Workshop on

HANDS- ON ADVANCED AI FOR HR PROFESSIONALS

Date: 23 January 2026 (Friday)

Time : 10:00 AM - 5:00 PM

Human Resources is rapidly evolving from a support function into a data-driven, strategic partner. Artificial Intelligence (AI) is at the core of this shift, enabling HR teams to move from reactive decision-making to predictive and insight-led workforce management. The programme "Advanced AI for HR Professionals" is designed to help HR leaders and practitioners understand, adopt, and apply AI responsibly across key HR functions.

This workshop provides a practical overview of AI concepts, including Machine Learning and Generative AI, and demonstrates their application in recruitment, performance management, talent forecasting, and learning & development. Participants gain hands-on exposure to AI tools that improve efficiency—such as automated resume screening, analytics-driven attrition insights, and personalised employee development plans.

The programme also emphasises prompt engineering, enabling participants to generate high-quality, bias-aware HR outputs, while addressing ethical considerations, data privacy, and regulatory readiness, including alignment with the DPDP framework. Participants leave with actionable AI pilot ideas that can be implemented immediately, preparing HR teams to build future-ready, AI-human hybrid workplaces.

Session content:

- **AI Landscape for HR**

- **The Basics (No-Code Explanation): What is GenAI vs. Predictive AI? (e.g., predicting turnover vs. drafting a policy).**
- **The HR Value Chain: Mapping AI to the employee lifecycle (Attract, Develop, Retain).**
- **State of the Industry: How top-tier firms are currently using AI for talent acquisition and engagement.**

Application: The Prompt Engineering

- **The "Role-Context-Task" Framework: Moving beyond simple queries to get high-quality HR outputs.**
- **Hands-on Lab:**
- **Drafting hyper-personalized job descriptions.**
- **Creating structured interview rubrics for niche roles.**
- **Simulating "Difficult Conversation" scripts for performance reviews.**
- **Toolbox Tour: Brief overview of ChatGPT, Gemini.**

Operational Efficiency & Analytics

- **Workflow Automation: Using AI to summarize exit interviews or analyse employee engagement surveys in seconds.**
- **The "AI-Human" Workflow: Identifying which 70% of a task AI should do, and which 30% requires "Human-in-the-Loop" empathy and judgment.**
- **Data Literacy: How to ask AI to find patterns in your existing HR data (turnover trends, salary benchmarks).**

Ethics, Bias & The Future

- **The "Black Box" Problem:**Understanding how bias enters AI hiring algorithms and how to audit them.
- **Privacy & Compliance:**Do's and Don'ts of uploading employee data.
- **Strategic Upskilling:**How to prepare the workforce for AI-driven roles.
- **Closing Q&A:**Building a personal "AI Roadmap" for the next 90 days

For Whom:

- **Who can Attend**

  - This Integrated Advanced AI for HR workshop is ideal for:
  - Professionals who will maximize workshop ROI through immediate application.
  - HR Managers/Heads in mid-to-large firms handling recruitment, L&D, or analytics.
  - Talent Acquisition Specialists seeking AI tools for sourcing and screening.
  - HRBPs or L&D Leads focused on data-driven decisions and compliance.
  - Aspiring AI-savvy HR leaders from Chennai corporates, with basic tech comfort for hands-on practice.

Key Takeaways:

Key Takeaways

- AI Landscape Mastery: Recognize core AI types (ML, generative AI) transforming HR from reactive to predictive functions like talent forecasting.
- Prompt Engineering Power: Craft precise prompts to generate HR outputs—e.g., bias-free job descriptions or personalized feedback—boosting productivity 40%.
- Efficiency & Analytics Boost: Deploy AI for streamlined operations, such as automated analytics revealing 20-30% faster insights into turnover patterns.
- Ethics & Future-Proofing: Mitigate biases through audits and ensure ethical AI adoption, preparing for evolving regs like DPDP while envisioning AI-human hybrid teams.

Facilitator profile:

BHANU KUMAR

An industry veteran with close to 3 decades of hands on expertise in Automatic Identification & Data capture, Data Analytics, Cloud, Infrastructure Delivery.

Passionate about mentoring and coaching students / entrepreneurs, and have been able to contribute to the growth of lot of youngsters as part of the current role in Giving back to Society.

Robust experience across Solution Design, Risk Analysis, Architecting Product, Program Management, Analytics. ITIL V3.0, Service Operations & Safe Agilest Certified consultant. Leadership and operational roles in IT services organization – training, programming, solution designing, account management, life cycle practices, process, and IT infrastructure services /Management Agile Methodologies. Result oriented and high level of commitment and integrity with strong business acumen, information architecture, process & people practices.

Over the years, established proven expertise around Solution design / architecting, product development, negotiating contracts, transitioning projects, complete Project Lifecycle Management in a multi-shore project environment, including but not limited to Requirement/Scope Analysis, Risk/Quality Management, Infrastructure / Product Development and Operations Management.

Was an Expert Member from Industry in the Board of Studies of MCA for an autonomous College of Engineering. Currently a Visiting / Adjunct Faculty in multiple universities for various courses and a regular visitor to various colleges for Industry interaction lectures, mentoring / coaching students and faculty across various streams.

Also into Consulting & Training corporates on Areas around Data Analytics, Agile / Scrum / DevOps and Training Students on Employability and Niche Technical Skills like Analytics, Agile, Cloud, Big Data.....

Fee Details:

- **Fee Details**
- Member amount : Rs 2596.00- (Including 18%GST)
- Non Member amount : Rs 0.00- (Including 18%GST)
- Total Member count :