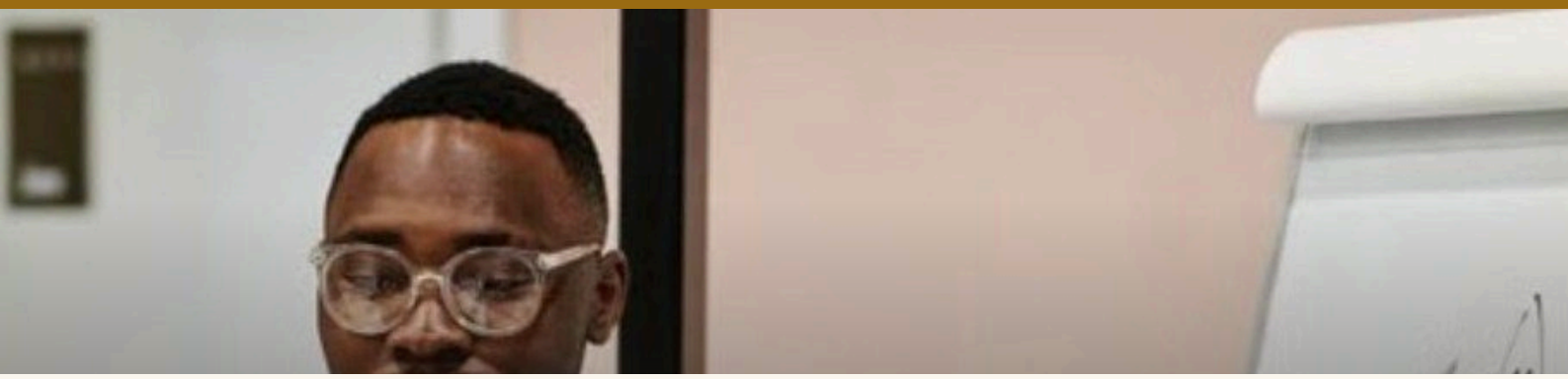


SEYA CAPITAL
INSIGHT · STRATEGY · GROWTH

HUMAN RESOURCES

AI and Data-Driven Decision Making for HR

SECTOR	FORMATS	FEE FROM	2027 SESSIONS
Human Resources	5 days & 2 weeks	US$ 2,100	3

2027 SCHEDULE

Dates, venues & fees

DATES	VENUE	FORMAT	FEE PER DELEGATE
4 – 8 Jan 2027	Johannesburg, South Africa	5 days	**US$ 2,200**
11 – 22 Jan 2027	Arusha, Tanzania	2 weeks	**US$ 3,780**
18 – 22 Jan 2027	Arusha, Tanzania	5 days	**US$ 2,100**

Fees exclude travel and accommodation. This course is also available in-house, on dates and at a venue of your choice.

OBJECTIVES

By the end of the course

Participants will be able to:

- Build a clear understanding of how AI and data can support — and where they should not replace — HR decision-making.
- Introduce practical decision-making frameworks that combine data, AI output, and professional judgement.

- Develop skills to interrogate data quality, AI recommendations, and algorithmic bias before acting on them.
- Apply AI and data-driven approaches to core HR decisions: hiring, performance, reward, restructuring, and retention.
- Strengthen participants' ability to communicate and defend data-driven decisions to executives, boards, and employees.
- Build organizational capability for responsible, ethical, and legally sound use of AI in HR decision-making.
- By the end of the programme, participants will be able to:
- Distinguish between data-informed, data-driven, and AI-automated decisions, and choose the right approach for a given HR situation.
- Frame ambiguous HR problems as structured decisions with clear criteria, options, and evidence requirements.
- Critically assess the quality, completeness, and bias risk of workforce data and AI-generated recommendations.
- Apply decision-support tools and AI applications to recruitment, performance management, reward, and restructuring decisions.
- Identify and mitigate common cognitive biases and algorithmic biases that distort HR decisions.
- Evaluate AI-powered HR tools and vendors against organizational needs, risk appetite, and ethical standards.
- Design a decision governance framework, including escalation, documentation, and human oversight of AI-assisted decisions.
- Present a data- and AI-informed recommendation on a real HR decision with confidence and clarity.

WHO SHOULD ATTEND

Designed for

This programme is designed for HR and business professionals who make, influence, or govern decisions about people, including:

HR Directors, HR Managers, and Heads of HR/People functions

HR Business Partners, Talent Management, and Organizational Development professionals

Talent Acquisition, Compensation & Benefits, and Performance Management specialists

Senior line managers and executives who make or approve decisions on hiring, restructuring, or reward

HR Information Systems, People Analytics, and Digital HR officers

Public sector human resource, establishment, and organizational development officers

Risk, compliance, and governance professionals with oversight of HR technology and AI adoption

Consultants and advisors supporting organizations on workforce restructuring, HR technology, or change initiatives

No prior data science or AI background is required. The course builds decision-making confidence and technical familiarity progressively, from foundational concepts to applied practice.

PROGRAMME

Course outline

— The programme is delivered over five days, moving from decision-making foundations through applied, function-specific practice to governance and a live capstone recommendation.

Day 1: Foundations of Data- and AI-Driven Decision-Making

- Focus: Reframing HR problems as structured decisions and understanding where AI fits
- Morning: Introduction & Course Orientation — Welcome, objectives, participant expectations; the changing nature of HR decision-making
- Morning: From Judgement to Evidence — Data-informed vs. data-driven vs. AI-automated decisions; when each approach is appropriate
- Afternoon: Decision Framing Workshop — Structuring an ambiguous HR problem into a clear decision: criteria, options, evidence needs
- Afternoon: AI Fundamentals for HR Leaders — Plain-language overview of AI, machine learning, and generative AI; capabilities and limitations relevant to HR
- Wrap-up: Reflection Exercise — Participants identify a live HR decision from their organization to develop through the week

Day 2: Data Quality, Bias & Critical Evaluation

- Focus: Building the skills to interrogate data and AI outputs before trusting them
- Morning: Assessing Data Quality & Completeness — Common HR data pitfalls: missing data, sampling bias, outdated records; a data quality checklist
- Morning: Cognitive Bias in HR Decisions — Recognizing anchoring, affinity bias, and confirmation bias in human decision-making
- Afternoon: Algorithmic Bias & Fairness — How AI tools can encode and amplify bias; techniques to test and challenge AI recommendations
- Afternoon: Critical Evaluation Workshop — Hands-on exercise interrogating a sample AI-generated shortlist and performance ranking
- Wrap-up: Practical Exercise — Participants apply a bias checklist to a case dataset and present their findings

Day 3: AI-Powered Decisions Across the HR Lifecycle

- Focus: Applying decision frameworks and AI tools to core HR decision points
- Morning: Recruitment & Selection Decisions — AI-assisted sourcing, screening, and shortlisting; validating recommendations before deciding
- Morning: Performance & Promotion Decisions — Using data and AI to support calibration, promotion readiness, and performance review consistency
- Afternoon: Reward & Compensation Decisions — Data-driven pay equity analysis and AI-supported market benchmarking
- Afternoon: Restructuring & Workforce Decisions — Using workforce data and scenario modelling to inform restructuring and redeployment decisions
- Wrap-up: Scenario Simulation — Group role-play: a simulated hiring panel or restructuring committee using data and AI inputs

Day 4: Choosing, Governing & Trusting AI Tools

- Focus: Evaluating AI-powered HR technology and building governance for its use
- Morning: Evaluating AI-Powered HR Tools — Criteria for assessing HR AI vendors and tools: accuracy, transparency, bias testing, data security
- Morning: Live Tool Demonstrations — Guided walkthrough of AI tools supporting recruitment, engagement analytics, and decision dashboards
- Afternoon: Human-in-the-Loop Design — Designing decision processes that keep humans meaningfully accountable for AI-assisted outcomes
- Afternoon: Ethics, Privacy & Legal Considerations — Data protection, consent, and emerging regulation relevant to AI use in employment decisions
- Wrap-up: Governance Design Exercise — Participants draft an approval and escalation pathway for AI-assisted HR decisions

Day 5: Communicating Decisions & Capstone

- Focus: Translating evidence into confident recommendations and building lasting decision discipline
- Morning: Storytelling & Persuasion with Data — Structuring a data- and AI-informed recommendation for executives, boards, and employees
- Morning: Handling Pushback & Difficult Questions — Defending a recommendation under scrutiny; responding to challenges on data or AI reliability
- Afternoon: Building a Personal & Organizational Decision Playbook — Consolidating frameworks, checklists, and governance tools into a reusable playbook
- Afternoon: Capstone Presentations — Participants present a data- and AI-informed recommendation on their chosen live HR decision
- Closing: Course Review & Certification — Recap of key takeaways, action planning, feedback, and award of Certificates of Completion
- Seya Capital: Training • Strategic Consulting • Research

METHODOLOGY

How you will learn

The programme is delivered through a highly practical, decision-centred learning approach that combines frameworks, live tool demonstrations, and applied scenario work. Methods include:

- Facilitator-led instruction on decision-making frameworks, AI concepts, and data literacy for HR
- Live demonstrations of AI-powered HR tools supporting recruitment, performance, reward, and workforce planning decisions
- Structured decision simulations and role-play based on realistic HR scenarios (hiring panels, restructuring, promotion decisions)
- Case studies examining both successful and flawed AI-assisted HR decisions across sectors
- Small-group critique exercises, where participants stress-test each other's data and AI-informed recommendations
- Bias-spotting exercises using real and simulated datasets and AI outputs

A capstone exercise in which participants build and present a data- and AI-informed recommendation on a live decision from their own organization

Take-home decision templates, checklists, and a governance framework for ongoing use

IMPACT

The return on learning

For your organisation

- Faster, more consistent decision-making on hiring, promotion, reward, and restructuring, reducing delay and decision drift.
- Reduced risk of costly, biased, or legally exposed HR decisions through structured, evidence-based decision processes.
- Better return on investment in HR technology and AI tools, driven by more informed evaluation and adoption decisions.
- Increased organizational trust in HR decisions, as recommendations are grounded in transparent evidence rather than opinion.
- Stronger governance and audit trail for AI-assisted people decisions, supporting compliance and risk management.
- A cadre of HR leaders equipped to challenge and validate AI outputs rather than defer to them uncritically.
- Greater agility in responding to workforce disruption, restructuring, or market change with confidence in the underlying evidence.

For you

- A structured, repeatable framework for making and defending high-stakes HR decisions.
- Practical familiarity with AI tools relevant to HR decision-making, reducing anxiety about “keeping up” with technology.
- Sharper critical thinking skills to question data and AI outputs rather than accept them at face value.
- Increased credibility and influence in leadership discussions, backed by evidence-based reasoning.
- Personal decision templates and checklists that can be applied immediately to live workplace decisions.
- A stronger professional profile in an HR field where AI fluency is increasingly expected of senior practitioners.
- A Certificate of Completion from Seya Capital, recognizing capability in AI and data-driven HR decision-making.

CERTIFICATION

Seya Capital certificate

Delegates who complete the programme receive a Seya Capital Certificate of Completion.

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