Postgraduate Certificate

Artificial Intelligence and Its Application in Talent Management and Professional Development

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Postgraduate Certificate
Artificial Intelligence and Its Application in Talent Management and Professional Development

» Modality: **online**
» Duration: **6 weeks**
» Certificate: **TECH Global University**
» Accreditation: **6 ECTS**
» Schedule: **at your own pace**
» Exams: **online**

Website: www.techtitute.com/us/artificial-intelligence/postgraduate-certificate/artificial-intelligence-its-application-talent-management-professional-development

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01

Introduction

Artificial Intelligence is revolutionizing talent management and career development by automating processes and personalizing learning experiences. Leading companies are implementing AI systems to improve recruitment, using algorithms that analyze large volumes of data to identify the most suitable candidates. In addition, AI is used to create personalized career development plans, recommending courses and pathways based on individual skills and market needs. This approach optimizes productivity and promotes fairness by reducing bias in decision-making. Within this framework, TECH has created a comprehensive, fully online program, designed to adapt to the work and personal schedules of graduates, using the innovative methodology called Relearning.

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With this 100% online Postgraduate Certificate, you will acquire advanced knowledge in AI to optimize talent management, customize professional development plans and design data-driven retention strategies"

Artificial Intelligence (AI) is radically transforming talent management and professional development in organizations. In fact, companies are using AI tools to optimize processes such as recruitment, where advanced algorithms help to review resumes and schedule interviews, allowing recruiters to focus on assessing candidates' potential and cultural compatibility.

This is how this Postgraduate Certificate was created, designed to train professionals to adapt growth and specialization programs to the individual needs of each employee, thus maximizing their potential and aligning their evolution with the company's objectives. Through AI, they will be able to analyze performance data, preferences and skills, allowing the creation of development itineraries that truly drive personal and professional progress.

They will also acquire the necessary skills to use AI algorithms that detect patterns and distinctive characteristics among employees, helping to recognize those with the greatest potential for strategic roles. This capability will not only facilitate succession planning and the development of leaders within the company, but will also make it possible to identify talent gaps and foresee future needs.

Finally, it will address the creation of effective retention strategies, based on data analysis and predictions made by Artificial Intelligence. In addition, by understanding employee motivations and expectations, experts will be able to design initiatives that improve engagement and job satisfaction, reducing employee turnover.

In this way, TECH has designed a comprehensive, fully online program, which only requires an electronic device with an Internet connection to access all educational materials, eliminating problems such as traveling to a physical location or the need to follow a fixed schedule. Additionally, it will be based on the revolutionary Relearning methodology, focused on the repetition of key concepts to promote a natural and effective assimilation of the contents.

This **Postgraduate Certificate in Artificial Intelligence and Its Application in Talent Management and Professional Development** contains the most complete and up-to-date educational program on the market. Its most notable features are:

- Development of practical cases presented by experts in Artificial Intelligence in HR
- The graphic, schematic, and practical contents with which they are created, provide practical information on the disciplines that are essential for professional practice
- Practical exercises where self-assessment can be used to improve learning.
- Its special emphasis on innovative methodologies
- Theoretical lessons, questions to the expert, debate forums on controversial topics, and individual reflection assignments
- Content that is accessible from any fixed or portable device with an Internet connection.

Not only will you improve organizational efficiency, but you will also boost employee growth and satisfaction, through the best learning materials, at the forefront of technology and education."

" By understanding the factors that influence employee satisfaction and retention, you will implement proactive measures that foster a positive work environment aligned with employee expectations"

Take advantage of this unique opportunity that only TECH offers you! Through the collection and analysis of data on skills, performance and aspirations, you will be able to tailor the growth of each individual to their specific needs.

You will be able to detect employees with high potential and unique skills, who contribute to the success of the company, through predictive analytics and machine learning algorithms. With all TECH's quality guarantees!
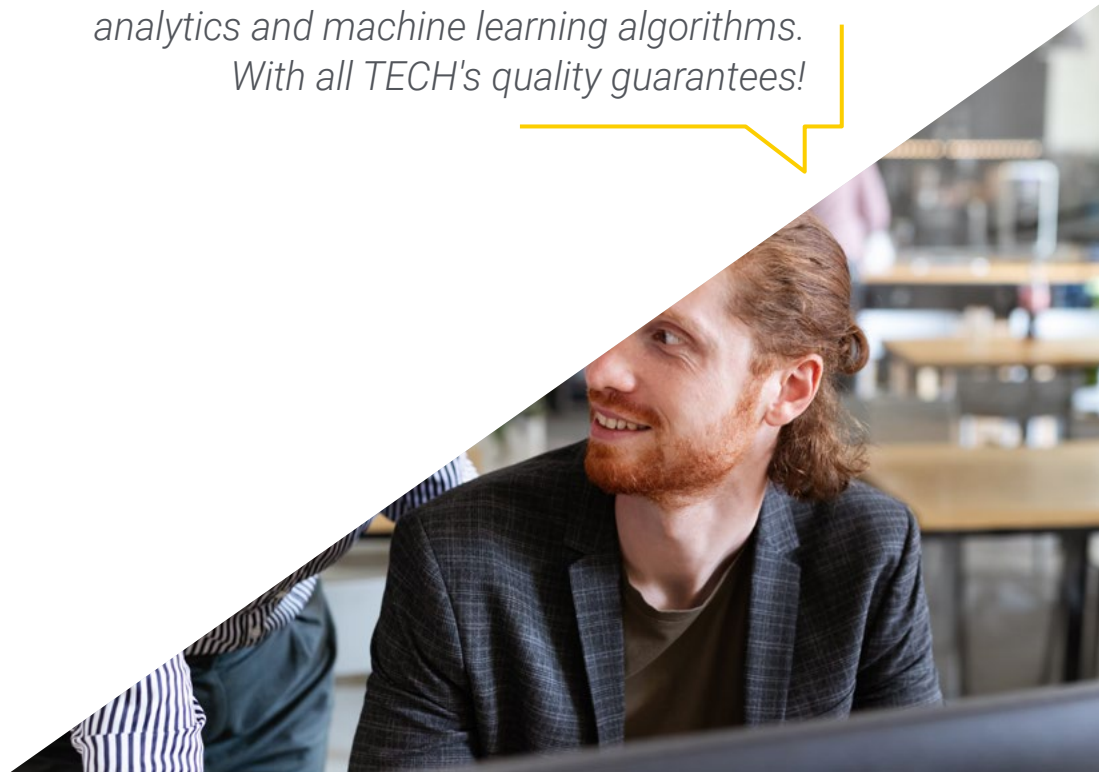
The program's teaching staff includes professionals from the field who contribute their work experience to this educational program, as well as renowned specialists from leading societies and prestigious universities.

The multimedia content, developed with the latest educational technology, will provide the professional with situated and contextual learning, i.e., a simulated environment that will provide immersive education programmed to learn in real situations.

This program is designed around Problem-Based Learning, whereby the professional must try to solve the different professional practice situations that arise during the course. For this purpose, students will be assisted by an innovative interactive video system created by renowned experts in the field of educational coaching with extensive experience.

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Objectives

The main objective of the program will be to train experts in the advanced use of AI to transform and optimize HR practices within organizations. In this way, they will be able to customize professional development plans tailored to the individual needs of employees, identify and retain key talent, and apply data-driven strategies to improve efficiency and effectiveness in talent management. In addition, you will prepare professionals capable of integrating Artificial Intelligence into strategic decision making to enhance organizational growth and employee well-being.

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You will master the most innovative Artificial Intelligence tools in the optimization of processes related to human talent management, thanks to an extensive library of innovative multimedia resources"

General Objectives

- Train students to implement AI solutions that automate administrative and managerial tasks

- Apply predictive analytics techniques in HR management, anticipating needs and improving strategic planning

- Delve into the ethical and transparency principles necessary for the responsible implementation of AI in Human Resources

- Lead digital transformation projects in the Human Resources department, using AI as a key tool to innovate and improve organizational processes

Specific Objectives

- Develop the ability to use AI to customize employees' career development plans, tailoring growth to individual needs
- Apply AI to identify key talent within the organization and design effective retention strategies

You will position yourself as a key agent in innovation and continuous improvement within your organization, hand in hand with the best online university in the world, according to Forbes: TECH"

03
Course Management

The faculty are experts in the intersection between technology and Human Resources, with extensive experience in the use of Artificial Intelligence to optimize organizational processes. In fact, these professionals combine a deep theoretical knowledge with a solid practical background in the implementation of innovative solutions in various industries. In addition, their pedagogical approach is oriented towards the actual application of the concepts, providing graduates with a technical understanding of AI, as well as practical strategies for its effective implementation in talent management.

" *Thanks to their experience and skills, teachers are committed to guiding students in the development of competencies that will enable them to lead the digital transformation in their respective organizations"*

Management

Dr. Peralta Martín-Palomino, Arturo

- CEO and CTO at Prometeus Global Solutions
- CTO at Korporate Technologies
- CTO at AI Shepherds GmbH
- Consultant and Strategic Business Advisor at Alliance Medical
- Director of Design and Development at DocPath
- PhD in Psychology from the University of Castilla La Mancha
- PhD in Economics, Business and Finance from the Camilo José Cela University
- PhD in Psychology from University of Castilla La Mancha
- Master's Degree in Executive MBA from the Isabel I University
- Master's Degree in Sales and Marketing Management, Isabel I University
- Expert Master's Degree in Big Data by Hadoop Training
- Master's Degree in Advanced Information Technologies from the University of Castilla La Mancha
- Member of: SMILE Research Group

Professors

Ms. Del Rey Sánchez, Cristina

- Talent Management Administrative Officer at Securitas Seguridad España, S.L.
- Extracurricular Activities Center Coordinator
- Support classes and pedagogical interventions with Primary and Secondary Education students.
- Postgraduate in Development, Delivery and Tutoring of e-Learning Training Actions.
- Postgraduate in Early Childhood Care
- Degree in Pedagogy from the Complutense University of Madrid

Take the opportunity to learn about the latest advances in this field in order to apply it to your daily practice"

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Structure and Content

Key topics will include the customization of data-driven professional development plans, the identification and retention of key talent within the organization, as well as the implementation of automated learning strategies to improve HR decision making. In addition, predictive algorithms and Big Data analysis techniques will be used to anticipate organizational needs and align talent development with the company's strategic objectives. All this, with a practical and applied approach, which will allow graduates to use these technological tools in real scenarios of the work environment.

"

This Postgraduate Certificate will cover a wide range of content designed to equip graduates with the necessary skills to transform human talent management through the use of AI"

Module 1. AI and Its Application in Talent Management and Professional Development

1.1. Introduction to the Application of AI in Talent Management and Professional Development

    1.1.1. Historical Evolution of AI in Talent Management and How It Has Transformed the Industry

    1.1.2. Definition of Artificial Intelligence in the Human Resources Context

    1.1.3. Importance of Talent Management and Professional Development. Glint

1.2. Automation of Talent Management Processes

    1.2.1. Using AI to Automate Administrative Tasks in Talent Management

    1.2.2. Implementing AI-Based Talent Management Systems

    1.2.3. Assessing Operational Efficiency and Cost Reduction through Automation with AI

1.3. Talent Identification and Retention with AI

    1.3.1. Using AI Algorithms to Identify and Retain Talent in the Organization

    1.3.2. Predictive Analytics for the Detection of Employees with High Growth Potential

    1.3.3. Integrating AI with HR Management Systems for Continuous Performance and Development Tracking

1.4. Personalization of Professional Development. Leader Amp

    1.4.1. Implementing Customized AI-Based Professional Development Programs

    1.4.2. Using Recommendation Algorithms to Suggest Learning and Growth Opportunities

    1.4.3. Matching Career Development Pathways to Labor Market Evolution Predictions Using AI

1.5. Competency and Skills Gap Analysis

    1.5.1. Using AI to Analyze Employees' Current Skills and Competencies

    1.5.2. Identification of Skills Gaps and Training Needs Using Data Analytics

    1.5.3. Implementing Real-Time Training Programs Based on Automated AI Recommendations

1.6. Mentoring and Virtual Coaching

    1.6.1. Implementation of AI-Assisted Virtual Mentoring Systems. Crystal

    1.6.2. Using Chatbots and Virtual Assistants to Provide Personalized Coaching

    1.6.3. Impact Assessment of Virtual Coaching Using Data Analysis and Automated AI Feedback

Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning.**

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.

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"Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"

Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world"

You will have access to a learning system based on repetition, with natural and progressive teaching throughout the entire syllabus.

The student will learn to solve complex situations in real business environments through collaborative activities and real cases.

A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch, which presents the most demanding challenges and decisions in this field, both nationally and internationally. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and professional reality is taken into account.

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Our program prepares you to face new challenges in uncertain environments and achieve success in your career"

The case method has been the most widely used learning system among the world's leading Information Technology schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question that you are presented with in the case method, an action-oriented learning method. Throughout the course, students will be presented with multiple real cases. They will have to combine all their knowledge and research, and argue and defend their ideas and decisions.

Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

In 2019, we obtained the best learning results of all online universities in the world.

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our university is the only one in the world authorized to employ this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.

01 learning from evidence

02 relearning from evidence

03 testing

04 learning from an expert

05 neurocognitive context dependent learning

06 Von-Restorff effect

07 case based learning through storytelling

08 competencies testing (retesting)

In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically. This methodology has trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, and financial markets and instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

Relearning will allow you to learn with less effort and better performance, involving you more in your training, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation for success.

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.

This program offers the best educational material, prepared with professionals in mind:

Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.

Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.

Practising Skills and Abilities

They will carry out activities to develop specific skills and abilities in each subject area. Exercises and activities to acquire and develop the skills and abilities that a specialist needs to develop in the context of the globalization that we are experiencing.

Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.

30%

10%

8%

20%

25%

4%

3%

Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best specialists in the world.

Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.

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Certificate

The Postgraduate Certificate in Artificial Intelligence and Its Application in Talent Management and Professional Development guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Global University.

Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork"

This private qualification will allow you to obtain a **Postgraduate Certificate in Artificial Intelligence and Its Application in Talent Management and Professional Development** endorsed by **TECH Global University**, the world's largest online university.

TECH Global University, is an official European University publicly recognized by the Government of Andorra *(official bulletin)*. Andorra is part of the European Higher Education Area (EHEA) since 2003. The EHEA is an initiative promoted by the European Union that aims to organize the international training framework and harmonize the higher education systems of the member countries of this space. The project promotes common values, the implementation of collaborative tools and strengthening its quality assurance mechanisms to enhance collaboration and mobility among students, researchers and academics.

This **TECH Global University** private qualification, is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Postgraduate Certificate in Artificial Intelligence and Its Application in Talent Management and Professional Development**

Modality: **online**

Duration: **6 weeks**

Accreditation: **6 ECTS**

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Mr./Ms. _____, with identification document _____ has successfully passed and obtained the title of:

Postgraduate Certificate in Artificial Intelligence and Its Application in Talent Management and Professional Development

This is a private qualification of 180 hours of duration equivalent to 6 ECTS, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH Global University is a university officially recognized by the Government of Andorra on the 31st of January of 2024, which belongs to the European Higher Education Area (EHEA).

In Andorra la Vella, on the 28th of February of 2024

Dr. Pedro Navarro Illana
Dean

Unique TECH Code: AFWORD23S   techtitute.com/certificates

*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH Global University will make the necessary arrangements to obtain it, at an additional cost.

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