FICCI 100 YEARS OF BUILDING TOMORROW

PRESENTS



AI FOR HR & HR FOR AI
CHRO LAB
HOW CHROS USE, GOVERN AND SHAPE AI

August 6th & August 10th | 2:00 to 4:30 pm Each Day | Total Duration: 5 Hours

PROGRAMME OVERVIEW

Artificial Intelligence is rapidly transforming how organizations operate, make decisions, and create value. As AI becomes increasingly embedded in business processes and everyday work, CHROs are uniquely positioned to lead two critical agendas: helping HR teams use AI effectively and enabling organizations to adopt AI responsibly and sustainably.

This CHRO Lab is designed to help HR leaders navigate both dimensions. Participants will explore practical applications of AI within HR while examining HR's role in workforce readiness, capability building, governance, employee trust, and organizational adoption. Through peer discussions, practical frameworks, and real-world examples, the programme aims to equip CHROs with actionable approaches to harness AI while maintaining a strong focus on people, performance, and organizational outcomes.

Built around a **Human + AI Co-working Model,** the workshop explores how humans, Large Language Models (LLMs), and AI agents can work together to improve productivity, decision- making, and employee potential while ensuring appropriate governance, fairness, and accountability.

LEARNING OUTCOMES

By the end of the programme, participants will be able to:

- Understand how AI can support HR productivity, decision-making, and business outcomes.
- Identify and prioritize HR AI opportunities using practical evaluation frameworks.
- Assess employee potential and organizational preparedness in an AI-enabled environment.
- Apply effective prompting, validation, and triangulation techniques for AI-assisted work.
- Understand HR's role in enabling responsible AI adoption across the organization.
- Develop practical actions to support AI adoption while preserving human judgment and employee engagement.

SESSION 1: AI FOR HR – PRODUCTIVITY, PROMPTING & USE-CASE PRIORITIZATION | HOW CHROS USE AI

This session explores how CHROs and HR teams can leverage AI to improve productivity, decision-making, and business outcomes while ensuring appropriate human oversight and governance.

Key Areas of Discussion

Why AI matters for CHROs (Understanding where AI is creating value across HR and why HR leaders need to engage with AI now.)

Gain vs Pain Framework (A practical approach to prioritizing HR AI use cases based on business impact and feasibility.)

Hands-on work (Participants improve a weak HR prompt using practical examples related to attrition, succession planning, employee engagement, and talent priorities.)

Prompting, validation and triangulation (How to ask better questions, validate responses, and avoid over-reliance on AI outputs.)

Identifying HR AI opportunities (Exploring where AI can create value across talent acquisition, learning, workforce planning, and employee experience.)

Basic governance considerations (Understanding the importance of oversight accountability, and responsible AI use within HR.)

CHRO FAQ, participant sharing and open discussion

SESSION 2: HR FOR AI – RESPONSIBLE ADOPTION & WORKFORCE READINESS
HOW CHROS GOVERN AND SHAPE AI

As organizations accelerate AI adoption, HR leaders play a critical role in preparing the workforce, redesigning work, enabling responsible adoption, and building organizational readiness. This session focuses on the people, governance, and workforce dimensions of AI transformation.

Key Areas of Discussion

Workforce readiness in an AI-enabled environment (Rethinking roles, skills, learning pathways, career progression, manager expectations, and workforce preparedness as AI becomes embedded into workflows.)

Employee potential, efficiency and AI readiness assessment (Understanding how organizations can measure whether AI is improving employee capability, performance, and readiness—not merely process efficiency.)

Thirty-Day Actions (Identifying one HR AI use case to pilot, one metric to track AI readiness or employee potential, and one governance action to support responsible adoption.)

Bias, fairness and trust (Evaluating AI applications from an HR perspective and applying red-team thinking to identify risks, biases, and unintended consequences.)

Adoption resistance and the Human + AI Co-working Model (Addressing employee concerns around job loss, role changes, and uncertainty while positioning AI as a co- worker that enhances productivity, decision-making, and employee potential.)

Recap and transition from AI for HR to HR for AI (Connecting the use of AI within HR to HR's broader role in enabling organization-wide AI adoption.)

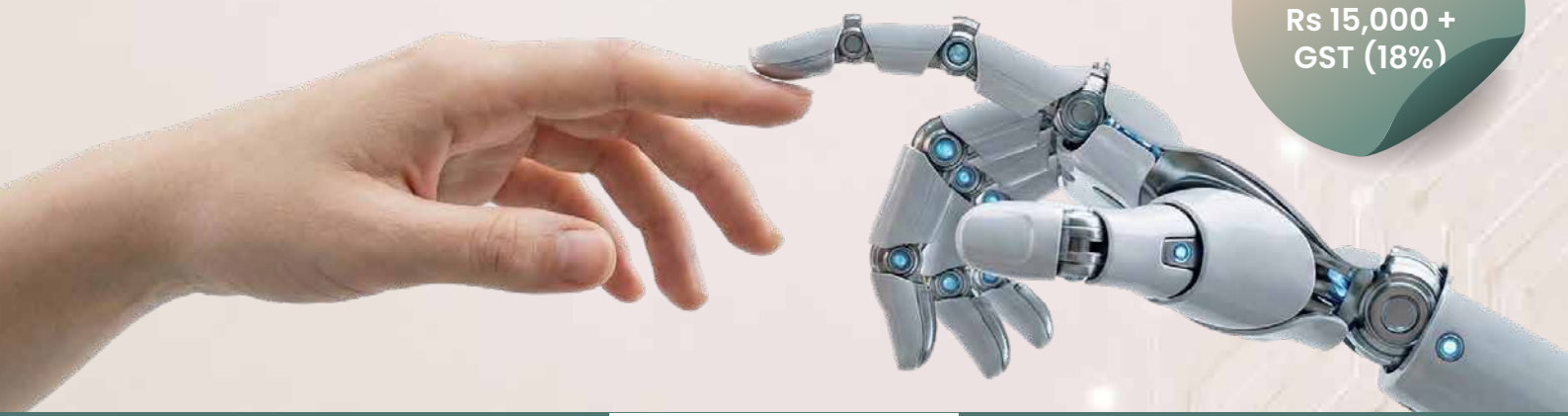
CHRO FAQ, participant sharing and open discussion (A practical discussion on real-world experiences, concerns, and lessons emerging from AI adoption journeys.)

YOU LEAVE WITH

- A practical prompting checklist that can be applied immediately
- A Gain vs Pain framework to prioritize your HR AI use cases
- An AI readiness & employee potential framework
- A personalized 30-day action plan developed during the Lab

The future role of HR is not only to use AI, but to shape how organizations adopt it responsibly. As workplaces evolve, HR leaders will play a critical role in ensuring that AI enhances not just efficiency, but human potential.

Introductory Price: Rs 15,000 + GST (18%)



Contact Details

Supriti Banerjee | Supriti.banerjee@ficci.com | 8447790907 | **Siddharth Dubey** | Siddharth.dubey@ficci.com | 8077782536