HUMAN RESOURCES MANAGEMENT

HR40-1 Using AI to Enhance Learning and Talent Development

Artificial Intelligence is transforming how organisations design learning, develop talent, and build workforce capability. This practical course explores how AI can be applied across the learning and talent lifecycle to improve effectiveness, increase efficiency, and create more personalised development experiences.Participants will examine real-world applications of AI in learning and talent development, including curriculum design, skills development, content creation, learner support, and capability planning. The course also addresses the mindset shifts required for successful AI adoption, helping participants identify opportunities, manage change, and encourage responsible use of AI within their teams and organisations. The focus throughout is on practical application, enabling participants to leave with actionable approaches that can be implemented immediately.

Course Information

Duration: 1 day

London (£795): 6th May 2026, 1st July 2026, 19th August 2026, 14th October 2026, 2nd December 2026, 17th March 2027, 12th May 2027, 14th July 2027, 8th September 2027, 27th October 2027, 15th December 2027, 22nd March 2028

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This course is designed for Learning and Development professionals, Talent Management and Organisational Development practitioners, HR professionals responsible for capability development and workforce planning, learning leaders and managers seeking to modernise development practices, and business leaders responsible for building workforce skills and supporting AI adoption. The programme is suitable for organisations looking to move beyond AI awareness and begin applying AI in practical, measurable ways to improve learning and talent outcomes.

Course profile

Using AI to Enhance Learning and Talent Development

- Exploring the evolving role of AI in learning, talent development, and workforce capability
- Identifying where AI delivers the greatest value across the employee development lifecycle
- Using AI to design learning programmes, curricula, assessments, and development pathways
- Applying AI to personalise learning and target critical capability and skills gaps
- Leveraging AI to improve the efficiency, consistency, and quality of learning and talent activities

Practical Application and Organisational Adoption

- Building customised learning curricula and development journeys using AI
- Understanding the differences between entrepreneurial and intrapreneurial approaches to AI innovation
- Managing mindset shifts and leading change in AI-enabled learning environments
- Identifying and developing AI champions to support adoption across teams and functions
- Establishing governance, addressing risks, and promoting responsible AI use

Action Planning

- Evaluating AI opportunities within your organisational context
- Prioritising quick wins and longer-term initiatives
- Developing an implementation roadmap for AI-enabled learning and talent development

Competencies

At the end of this course, delegates will be able to:

- Identify high-value opportunities for applying AI across learning and talent development processes
- Use AI tools to design learning content, development pathways, and capability-building initiatives more effectively
- Apply AI to personalise learning experiences and align development activities with organisational skills requirements
- Streamline content creation, research, analysis, and administrative tasks to improve productivity and quality

- Develop a practical roadmap for introducing and scaling AI-enabled learning practices within their organisation
- Support AI adoption by fostering the right mindset, engaging stakeholders, and building internal capability champions

Course Booking

Call us: +44 (0) 207 724 6007

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