ONLINE | DIRECT ZOOM

19-20-21 January | 16-17-18 February | 10-11-12 March

INTERNATIONAL EXECUTIVE PROGRAM IN HUMAN RESOURCES

TALENT SELECTION AND COMPETENCY ASSESSMENT WITH GENERATIVE AI

info@globalhumancapitalgroup.com

OBJETIVES

In the new digital age of Industry 4.0, finding talent is a challenge for HR teams within organizations. This course aims to train HR professionals in the strategic application of generative AI tools to modernize and optimize talent selection and assessment processes.

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

- Integrate AI tools into talent selection processes: Master technological solutions such as ChatGPT, Gemini and AI-powered ATS systems for optimizing screening and profile analysis.
- Apply advanced competency-based interview methodologies: Implement structured interviews aligned with the organization's key competencies, using AI-powered simulation and assessment tools.
- Evaluate technical and soft skills with generative AI: Use platforms like Claude and ChatGPT to objectively and automatically measure critical skills and professional behaviors.
- Enhance the candidate experience: Develop personalized and automated communication strategies throughout the selection process, strengthening the employer brand with tools like Eightfold.ai and ChatGPT.
- Use predictive analytics for HR decision-making: Apply predictive analytics models for talent retention, turnover reduction, and workforce planning with solutions like Visier and PredictiveHR.
- Conduct practical assessments and interview simulations: Participate in 360° role-play sessions with structured feedback, simulating real-world talent selection and assessment scenarios with AI.
- Adopt innovative trends and ethical practices in AI for HR: Reflecting on the ethical implications of automation and the balance between technology and human interaction in selection processes.

METHODOLOGY

This course will be delivered through a hands-on learning methodology, based on live, remote training with the instructor via the Zoom platform. The sessions will be highly interactive, with an applied focus to ensure the understanding and effective use of the techniques presented in talent selection and assessment processes.

The training activities will include:
- Real world case studies applied to HR.
- Simulations and roleplaying of interviews.
- Viewing and analysis of training videos.

The course will have a completely practical and results oriented approach, allowing participants to immediately apply the tools and methodologies presented.

WHO IS IT FOR?

· Human Resources Directors
· Talent Acquisition Managers
· Recruitment and Selection Specialists
· Recruitment Consultants
· Human Resources Consultants
· Career Services Managers at Universities and Business Schools

CERTIFICATE

Upon completion of the course, students will receive a Certificate of Attendance for the International Human Resources Course: "Talent Selection and Competency Assessment with Generative AI"
Awarded by the International Consulting Firm GHCG.

CERTIFICADO

Presenter: Dr. M. Amparo Díaz-Llairó

Awarded with international recognitions:

- Leadership Excellence in Human Capital Development – Top 50 Global Awards (Dubai, UAE). Recognized for outstanding leadership in talent transformation. Served as Jury Member for the WIM Top50 Professional & Career Women Awards, under the patronage and collaboration of the CEO Private Office of H.H. Sheikh Ahmed bin Faisal Al Qassimi, evaluating global nominees.
- Honorary Doctorate (Doctor e Doctorum Honorarium). Granted during the World Knowledge Summit for exceptional contributions to education, research impact, and international professional achievement.
- HR Innovator of the Year – Global HR Excellence Awards. Selected among the leading innovators shaping the future of HR.
- Top 50 Business Leaders – Global Ranking. Recognized for contributions to business innovation, leadership and global impact.
- Top 10 HR Business Experts – International Ranking. Acknowledged as a reference expert in Human Resources and Talent Management.
- Professional Career Profiled in the book Personalities of Spain. Featured for notable influence in leadership, academia, entrepreneurship and global HR strategy.

Qualifications

- Doctor (PhD) in Social Sciences and Law (Economics & Public Policy focus), International School of Doctorate, King Juan Carlos University, Madrid, Spain. UAE MoE Equivalency: Level 10 (Doctorate)

Dissertation (cum laude): "Dubai as an Innovation Epicenter in a Multipolar, AI-Driven World: Challenges of the Future of Work".

- Master of Science (MSc) in Human Resources Management, Ramon Llull University, Spain.
- Postgraduate Diploma in Human Capital Management, Compensation, and Benefits, Ramon Llull University, Spain.
- Bachelor of Science (BSc) in Labour Law Sciences, University of Barcelona, Spain.
- Bachelor of Science (BSc) in Business Sciences, University of Barcelona, Spain, and London Metropolitan University, UK.

Professional Certifications

- Generative AI Leadership & Strategy Specialization – Vanderbilt University, 2025. Includes: Generative AI for Leaders, Prompt Engineering for ChatGPT, Trustworthy Generative AI.
- AI for Business Specialization – Wharton School, University of Pennsylvania, 2025. Includes: AI Fundamentals, AI Applications in Marketing & Finance, AI Applications in People Management, AI Strategy & Governance.
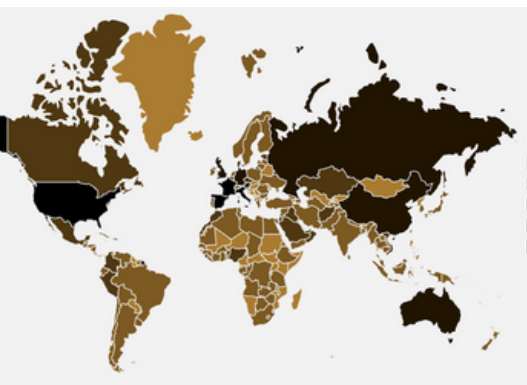
Brief Bio

- Dr. María Amparo Díaz-Llairó is CEO of Global Human Capital Group (GHCG), an international HR consulting firm specializing in AI-powered global recruitment and talent governance, and Part-time Associate Professor at the Faculty of Psychology, University of Barcelona, where she teaches in the prestigious Erasmus Mundus Master in Work, Organizational, and Personnel Psychology (WOP-P).
- With more than 25 years of leadership experience in multinational HR and talent development, she has served as Director of Human Resources and Talent Management at Citigroup, managing operations across 15 countries and leading teams of 1,500 employees representing over 50 nationalities. Her academic trajectory spans more than 15 years in public higher education, contributing to the advancement of organizational psychology, talent science, and evidence-based HR.
- Dr. Díaz-Llairó is an Academic Expert & Advisor in Executive Education at Al Khalifa Business School (Switzerland), and a recognized international keynote speaker in Talent Management, AI for HR, and Leadership. She has delivered 500+ executive programs, seminars, and corporate trainings for organizations across Europe, the USA, Latin America, Asia, and the GCC.
- She has been featured as a subject-matter expert on international television, including TVE's "Entrepreneur", and is widely recognized for integrating AI, neuroscience, and strategic HR governance into high-impact educational and organizational transformation initiatives.

Authored Books

- 2026. AI for Human Excellence™ (forthcoming). A strategic framework integrating ethical AI, emotional intelligence, CEWI™, and global HR governance.
- 2016. Talent 3.0. LID Editorial.

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PROGRAM

1 INTRODUCTION TO GENERATIVE AI AND MACHINE LEARNING IN TALENT SELECTION
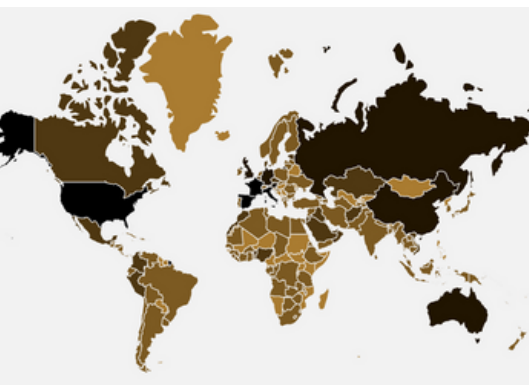
- Topics: Overview of generative AI and machine learning, with an emphasis on tools such as candidate screening algorithms and profile analysis. Automation of candidate interaction and workflow optimization.
- Tools: ChatGPT (candidate interaction). CV analysis and classification.
- Case studies: AI based assessments and LinkedIn's profile classification tools.

2 COMPARATIVE ANALYSIS OF AI POWERED ATS SYSTEMS

- Topics: Evaluating AI powered Applicant Tracking Systems (ATS), focusing on diversity and data driven recruitment.
- Tools: Zoho ATS (applicant automation and scoring); VirtueHire (diversity focused recruitment).
- Demonstrations: Guided demonstration of an AI powered ATS. Case study.

PROGRAM

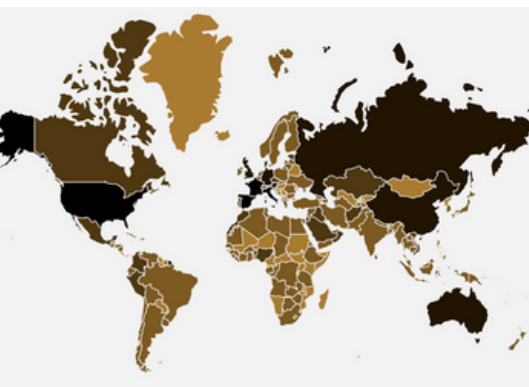## 3 COMPETENCY-BASED ASSESSMENT USING GENERATIVE AI

- Topics: Application of generative AI in competency assessment, especially soft skills (adaptability, teamwork).
- Tools: Claude (scenario-based interview simulations); Pymetrics (neuroscience-based competency assessment).
- Case studies: Competency assessment with AI and cognitive analysis using Pymetrics.
- Activity: Creation of a competency assessment framework.

4 PREDICTIVE ANALYTICS IN HR DECISION MAKING

- Topics: Introduction to predictive analytics applied to workforce planning and talent retention.
- Tools: Visier (workforce analytics); PredictiveHR (predictive talent modeling).
- Case studies: Talent retention and predictive recruitment model.

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PROGRAM

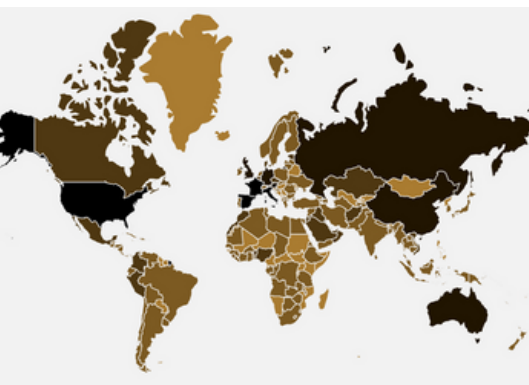## 5 CANDIDATE AND EMPLOYER BRAND COMMITMENT WITH AI

- Topics: Impact of AI on the candidate experience, from application to onboarding.
- Tools: ChatGPT (candidate communication); Eightfold.ai (rediscovery of previous applicants).
- Case studies: Tools for improving candidate engagement.

6 DESIGNING COMPETENCY BASED INTERVIEWS

- Topics: Creating structured interviews aligned with the organization's values and objectives.
- Tools: Claude (scenario based questions); ChatGPT (customized followup questions).
- Activity: Hands-on session on writing job descriptions, defining competencies, and developing interview questions.

PROGRAM

7   360° COMPETENCY-BASED INTERVIEW SIMULATION

- Structure: Role play sessions where participants will act as interviewers, candidates, and observers.
- Tools: Zoom (remote scenarios).
- Evaluation: Observers will provide feedback on competency alignment, question quality, and interview flow.

8   FUTURE TRENDS AND ETHICS OF AI IN HR

- Topics: Emerging trends in AI, ethical considerations, and the balance between innovation and responsibility in HR.
- Tools: Perplexity AI (real time insights on HR advancements).

REGISTRATIONS

PROGRAM DATES (SELECT ONE COHORT JANUARY, FEBRUARY or MARCH 2026)

Cohort A: 19–20–21 January 2026
Cohort B: 16–17–18 February 2026
Cohort C: 10–11–12 March 2026
Enrollment is confirmed upon registration (payment link Stripe); participants should select one cohort only.

DELIVERY FORMAT: Live online (Zoom) | 15 hours of practical instruction

SCHEDULE (LOCAL TIME BY REGION)

United Arab Emirates (reference time): 10:00–15:00 (UTC+4)

GCC (Saudi Arabia, Qatar, Kuwait, Bahrain, Oman): 09:00–14:00 (UTC+3)

MENA
Egypt: 08:00–13:00 (UTC+2)
Jordan: 08:00–13:00 (UTC+2)
Lebanon: 08:00–13:00 (UTC+2)
Morocco: 07:00–12:00 (UTC+1)
Algeria: 07:00–12:00 (UTC+1)
Tunisia: 07:00–12:00 (UTC+1)

Price per participant. One-time payment (secure Stripe payment link attached):

- Price Standard: 1,450 USD
- Special promotion: 25% discount. Valid until February 14th. The 25% discount on enrollment is only available until February 14, 2026. **Price Early Registration with 25% discount applied: 869 USD https://buy.stripe.com/5kQdRa8Qx3KW3didFDd7q0n**

Intensive program registration (3 days · 15 hours live). Includes:
- Practical, live training via Zoom.
- Materials and templates for immediate application.
- Supplementary documentation (100+ tools, 100+ prompts, and 100+ HR KPIs).
- GHCG Certificate.

Limited spaces available. Discount already applied to the price shown. Price per participant.

We also organize private in-company groups of 4 or more participants from the same company; please inquire about availability and prices.

email: **info@globalhumancapitalgroup.com**