



# Transforming HR with AI: The Digital Edge

*Delivered by Profs. Alexiei Dingli  
– Malta's leading and internationally recognised AI expert*

**Dates:** Oct 31<sup>st</sup> & Nov 13<sup>th</sup>, 20<sup>th</sup>, 28<sup>th</sup> – 1.00pm till 5.30pm  
Dec 4<sup>th</sup> – 8.15am till 5.15pm  
**Venue:** Centris Business Gateway, Building 1,  
Level 3, Triq is-Salib Tal-Mriehel, Mriehel  
**Fee:** € 795 per participant (refreshments included)

Human Resources stands at the frontier of organisational transformation in today's digitally accelerated business environment. AI is no longer a distant innovation – it is an active force reshaping how companies attract, develop, engage, and retain talent. Yet for many HR leaders, the path forward remains unclear. The sheer pace of change, combined with ethical complexity and organisational ambiguity, often leaves teams unprepared to lead the transformation.

Participants will explore how AI can be strategically, ethically and practically deployed across the HR value chain. Through a carefully balanced blend of conceptual grounding, case analysis, tool exploration, and sprint-based design, participants will move from awareness to application – equipped not only with knowledge but also with tangible outcomes ready for implementation.



Co-funded by  
the European Union

This training programme is supported by EU funds, through the Investing in Skills. Benefit with up to 70% reimbursement. Terms & Conditions apply.

## Learning Outcomes:

- ✓ Gain strategic fluency in AI, specifically within HR
- ✓ Ability to integrate AI into your recruitment, engagement, learning, performance and workforce planning
- ✓ Identify risks, ethical implications and regulatory responsibilities tied to AI in people operations
- ✓ Evaluate the AI readiness of your HR organisation and define a roadmap for transformation
- ✓ Apply structured innovation processes to design and test AI-based HR solutions
- ✓ Lead with confidence in deploying, governing and scaling AI responsibly within your HR ecosystem

**Note: for a richer learning experience participants are kindly requested to bring their laptops, to ensure hands-on practice during the scheduled activities.**

# Programme



## Session 1: Foundations of AI (4 Hours)

- Translate core AI types – superintelligence, narrow, general – into the HR vocabulary
- Trace key subfield breakthroughs (ML, NLP, expert systems) and their analogues in talent processes
- Highlight how AI's evolution parallels shift in people strategy and workforce expectations
- Lay the groundwork for strategic foresight around AI's long-range impact on roles and culture

**Activity: The Polak Game**



## Session 2: AI Apps & Ethical Implications (4 Hours)

- Map AI use-cases across the HR lifecycle: intelligent, sourcing, predictive retention and automated reviews
- Demonstrate how analytics can surface hidden trends in engagement and performance
- Surface risks around bias, surveillance and opaque decision-making, with real cases
- Introduce guardrails for fairness, accountability and transparency in people algorithms

**Activity: Ethical Scenario Planning**



## Session 3: The Future of Work (4 Hours)

- Examine how AI readiness job profiles, skill requirements and career paths
- Debate inclusive design: ensuring technology uplift, not displacement, for diverse workforces
- Explore the HR leader's dual roles as innovation driver and custodians of human dignity
- Uncover signals of emerging paradigms – gig economy AI assistants, hyper-personalised learning

**Activity: Look Back to Look Forward**



## Session 4: Prompt Engineering for HR (4 Hours)

- Cover fundamentals: prompt structure, contextual framing, intent specification
- Compare leading models (GPT, DALL-E, others) by strengths and limitations to enable informed tool choice
- Show how minor wording tweaks can yield dramatically better candidate-screening or survey outputs
- Address prompt bias and data sensitivity to maintain fairness in HR applications
- Provide a toolkit of best practices for crafting, testing and iterating prompts

**Activity: LLM in the Organisation**



## Session 5: AI Project Design – From Insight to Prototype (4 Hours)

- Apply design thinking to define HR challenges and map stakeholders needs
- Ideate AI-driven solutions from onboarding assistants to analytics dashboards
- Prototype rapidly using no-code/low-code AI tools and LLM co-pilots
- Align solution concepts with ethical, strategic and budgetary imperatives

**Activity: AI Transformation Analysis**



## Session 6: Testing, Refinement & Strategic Implementation (4 Hours)

- Conduct structural feedback reviews of prototypes, emphasising clarity, usability and impact
- Plan deployment roadmaps covering governance, change management and metrics
- Discuss scaling strategies: from pilot to enterprise-wide, with continuous monitoring
- Reinforce a culture of iterative learning and responsible stewardship of AI

**Activity: AI Readiness Assessment**



ThinkTalent is part of a group of businesses & brands committed to fostering a thriving and equitable marketplace. The mission is to enhance the Maltese business landscape through collaboration and a holistic approach, leveraging the diverse strengths of its business partners.

## Trainer

Profs. Alexiei Dingli is a leading authority in AI and a tenured Professor at the University of Malta. With over two decades of specialised experience, he has been instrumental in guiding organisations across industries in the successful deployment of advanced AI solutions.



His pioneering work in the field has earned him international acclaim and prestigious accolades from renowned institutions including the European Space Agency (ESA), the World Intellectual Property Organisation (WIPO) and the United Nations. (UN) – a testament to the global impact and excellence of his contributions

## IIS – Investing in Skills



The IIS Scheme is a great opportunity for employers to develop their teams through tailored training, backed by subsidies for training costs. Take this chance to integrate continuous learning into the fabric of the company culture.

**Guidance Only – Example:**

### SMALL-ENTITY

(<50 employees + Annual Turnover and/or Balance Sheet < €10m)  
**indicative reimbursement per participant = € 700**

### MEDIUM-ENTITY

(<250 employees + Annual Turnover < €50m and/or Balance Sheet < €43m)  
**indicative reimbursement per participant = € 600**

### LARGE-ENTITY

(>250 employees)  
**indicative reimbursement per participant = € 500**

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Investment Fee

Sessions 1 to 6                    € 795

VAT applies for companies and VAT registered individuals.

Changes Due to Unforeseen Circumstances

ThinkTalent reserves the right to alter the venue, date, time and/or trainers for the entire training programme due to unforeseen circumstances. In such cases no refund is due. Changes to dates and times will be notified to registered participants at least 24 hours before the start of the training via the contact details submitted on the registration form.

Force Majeure

Except for an obligation to pay fees, neither party shall be liable for failure to perform any of its obligations under this Agreement during any period in which such party cannot perform due to matters beyond their control, including, but not limited to, strike, fire, flood or other natural disaster, war, embargo, or riot, provided that the party so delayed immediately notifies the other party of such delay. The terms of this clause shall not exempt, but merely suspend, any Party from its duty to perform the obligations under this Agreement, until as soon as practicable after a force majeure condition ceases to exist.

Liability and Indemnification

Registrants agree to indemnify, defend and hold harmless ThinkTalent against any claims of any nature that may be made by others against ThinkTalent in relation to violation of these Terms & Conditions. ThinkTalent, its partners, trainers, affiliates, or entities involved in otherwise contributing to the training you are applying for, shall not be liable for damages, direct or indirect, in relation to any loss or injury resulting from your registration through the website or your attendance at the training programme for which you are registering, whatever the nature of any alleged loss, injury or damages, and whether such claims are based on breach of contract, tort (including negligence), product liability or otherwise, unless ThinkTalent was negligent in carrying out its obligations under this agreement.

Intellectual Property

All materials and information provided to the registrant by the Trainer through ThinkTalent are confidential and proprietary intellectual property, belong solely and exclusively to ThinkTalent and may only be used by the registrant as authorised by ThinkTalent. The reproduction, distribution and sales of these materials by anyone is strictly prohibited.

Data Sharing Clause

In accordance with article 5 of the Further and Higher Education Act (CAP 607 Laws of Malta), and without prejudice to the data protection provisions established by virtue of Regulation (EU) 2016/679 (the General Data Protection Regulation – GDPR), ThinkTalent shall grant access to the Malta Further and Higher Education Authority (MFHEA) to the information collected through this student agreement. The data shall be transmitted to the Authority, within a reasonable time from when it was requested and shall be used by the Authority in pursuance of its functions

Law & Arbitration

This Agreement and the rights and obligations of the Parties hereto shall be governed by and construed in accordance with the laws of Malta. Any disputes arising from this Agreement shall be referred to Arbitration at the Malta Arbitration Centre in accordance with the provisions of Chapter 387 of the Laws of Malta. Any decision from such arbitration shall be final and binding upon the parties such that no appeal shall be available, even on a point of law. This agreement does not preclude the participant from taking further action under the Consumer Affairs Act (Cap 378 Laws of Malta)

Furthermore the participant authorises ThinkTalent to share his/her personal data within The Remarkable Collective group of brands and companies, registered in Malta with registration number C46641 of Centris Business Gateway, Level 3, Triq is-Salib tal-Imriehel, Zone 3, Central Business District, Birkirkara CBD 3020, Malta for the purposes of finding employment opportunities for the registrant. This authorisation is granted in accordance with the General Data Protection Regulation. The student understands that his/her personal data may include, but is not limited to the name, a copy of identity document, address, contact information and academic qualifications. The student acknowledges that the data shared will be used solely for the specified purpose and will be handled in compliance with applicable data protection laws. The participant reserves the right to revoke this authorisation at any time by providing written notice to the educational institution.

Jurisdiction

The Agreement and the obligation of the Parties hereunder shall be interpreted, construed and enforced in accordance with the laws of Malta.

Severability

In the event that any of these terms, conditions or provisions shall be determined, invalid, unlawful or unenforceable to any extent, such term(s), condition(s) and provision(s) shall be severed from the remaining terms, conditions and provisions, which shall continue to be valid to the fullest extent permitted by law.

Amendment

No modification, amendment or waiver of this Agreement or provision hereof shall be binding upon any Party unless made in writing or confirmed in writing by their duly authorised representatives.

Registration

Registrant Name & Surname: \_\_\_\_\_

Designation: \_\_\_\_\_

Email: \_\_\_\_\_

Company: \_\_\_\_\_

VAT No.: \_\_\_\_\_

Address: \_\_\_\_\_

Contact Person (for Billing):

Name: \_\_\_\_\_

Job Title: \_\_\_\_\_

Telephone: \_\_\_\_\_

E-mail: \_\_\_\_\_

Signature: \_\_\_\_\_

Are you interested to seek IIS (Investing In Skills) Funding?  
We can help. Please tick if interested, so that our  
Training Operations Manager can guide you through the  
application process.

