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Dates and Fees

Live Online
8 December 2026
09:30 to 12:45
CPD: 3 hours
£375 + VAT

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Artificial Intelligence (AI) in HR

A practical guide for HR, Talent and L&D professionals in regulated firms

Course outline and objectives

Artificial Intelligence (AI) tools are becoming increasingly attractive to HR departments and managers tasked with managing larger teams. There are fundamental concerns about the use of these tools, particularly in the regulated space, that are only now starting to receive the attention they deserve:

- Are the AI systems for sorting CVs really as effective as advertised?
- Are the AI systems eliminating credible and relevant candidates for no reason other than the CV not being "written by AI"?
- Are the AI systems introducing or sustaining bias and discrimination in hiring?
- Do employee productivity monitoring tools actually deliver tangible and actionable results for the firm?
- Do HR and Talent Acquisition teams have sufficient, relevant skills to assess these tools?
- Do HR and TA teams understand the skewed incentives of the AI tool providers?
- How do these tools align with the FCA requirements on competence?

Designed to help participants understand the practical, legal and ethical risks of deploying AI technologies, this course also helps delegates understand the critical skills they need to evaluate whether these technologies will bring meaningful benefits to the firm, and whether the cost is justified. It will help participants understand how to assess and manage the risks of such models and how to conduct appropriate due diligence and test their efficacy.

Participants will learn the potential benefits and the significant risks and pitfalls of AI systems in HR, as well as receive a grounding in the basics of AI sufficient to enable them to ask credible and pertinent questions of providers in due diligence.

Attending this focused course will help you:

- Understand how AI tools operate, the potential issues and pitfalls, and the skewed incentives of generative AI solution-providers
- Learn how to evaluate critically and effectively the propositions and solutions of AI providers
- Understand what can drive bias and discrimination in AI models
- Examine the major issues in AI for performance management
- Analyse data for talent management – can this really be meaningfully undertaken for knowledge workers? Is AI genuinely meeting your needs?

- Develop HR strategies that can effectively assess and manage AI risk
- Understand and comply with the ethical and regulatory requirements of using AI in HR

Who will benefit?

This course is designed for HR professionals seeking to integrate generative AI into HR processes. It will benefit **HR professionals**, **Talent specialists** and **Training & L&D professionals**. It will also benefit **Compliance** and **Risk** professionals with a stake in overseeing HR-related functions such as SMCR and staff competence.

Training approach

The course programme will comprise a blend of trainer presentations, group discussions, practical examples and real-world case studies. There will be ample opportunities for questions and experience-sharing. All course materials will be provided.

This training prepares participants to understand both the benefits and the risks of AI, and equips them to make better decisions around the deployment of AI tools in the HR and performance-management space, particularly in FCA regulated firms.

Course Leader

Gary Pitts is a consultant and trainer with 30 years of extensive expertise across the financial services sector, and his consultancy firm, Tetractys, operates in the UK and Ireland. His approach to consulting stems from the belief that without good and effective governance, meaningful compliance with regulation is impossible. Gary is a well-regarded regulatory trainer in the UK, delivering courses for CTP, The Investment and Savings Alliance and for his own client base. His clients include Solvency II insurers, hedge funds, private equity managers, wholesale brokerage, consumer credit and a variety of fintech/blockchain firms.

Gary began his career with one of the original UK regulators, Lautro, then the Personal Investment Authority, and has since been head of Compliance for international hedge funds and boutique investment banks. He has been a Director of regulated firms in the UK and South Africa and has been a regulated person in the UK (CF3/10/11 and SMF 16/17) since 2001, a PCF 15 in Ireland, a director of regulated entities in South Africa and a director of Luxembourg and Cayman-domiciled hedge funds, as well as an SEC and NFA registered compliance officer.

Gary holds Masters degrees from Oxford and London Universities, a Master of Business Administration from the Open University Business School, is a Fellow of the Institute of Leadership, a Fellow of the Chartered Management Institute and an Associate of the Chartered Institute of Securities and Investments. He has also completed the Saïd Business School's Cyber Security for Business Leaders course, a number of AI-related courses and is training as an Expert Witness.

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Course Programme

Session	Content
AI tools, how they operate and what this means for your work	• What is AI? • How do the different forms of AI work? • What are the risks (and benefits) arising as a result of AI models?
Critically evaluating AI tools	• What do the mechanics of AI models mean for HR due diligence on HR tools? • FCA issues and oversight • Impact on the Board's obligation to assess staff as competent • Data protection issues
Drivers of bias and discrimination	• What are the risks, how do they arise and how do we mitigate them? • Understanding ethical implications • Real-life examples • How HR teams might test the AI tool
AI for performance management	• Can knowledge-worker productivity genuinely be monitored? • Where are the risks, how do they arise and how can we mitigate them? • Identifying skills gaps • Establishing an AI upskilling framework
HR strategies to assess and manage AI risk	• How to assess AI tools and governance
Ethical and regulatory requirements	• Proposed evolution of the UK regulatory framework • Core FCA obligations • Data protection • Employment law • Broader ethical considerations

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