

# AI FOR HR

A practical, 3-module upskilling series for Recruitment,  
Performance, and Talent Development

## COURSE OVERVIEW

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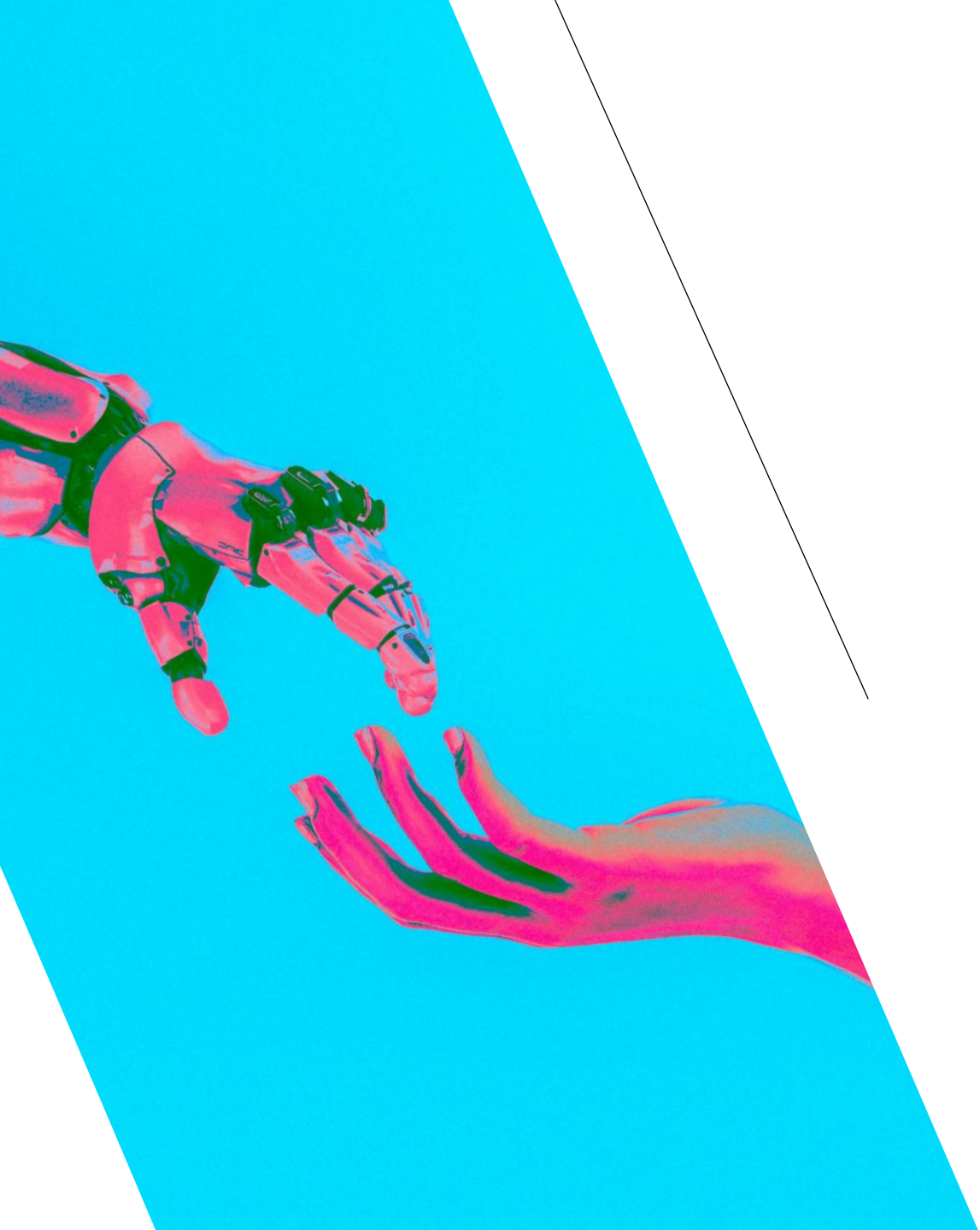


HR today is expected to move faster, increase consistency, and protect fairness - at the same time.

Meanwhile, AI use is spreading across teams: some experiments help, others create noise and risk.

The opportunity is urgent and practical: **build HR capability to use AI well** - so you standardize quality, reduce admin load, and keep judgment and governance firmly with HR.

**You need a faster,  
more consistent, and  
scalable way to  
enhance HR impact.**



# SBA x SYSTEM IN MOTION: A PARTNERSHIP TO ENHANCE YOUR **HR** IMPACT WITH **AI**



Combining SBA's 40 years of experience in HR strategy and organizational development with System in Motion's extensive AI expertise, we developed an **HR-specific AI training designed for real workplace adoption.**

This 3-module course is designed starting with the **HR decisions that matter** [Hire / Evaluate / Develop], not with the tool.

We help HR **build standard outputs** they can reuse and defend.

Participants learn how to **keep human judgement in the driver's seat**, with clear checks for quality, fairness, and consistency.

**What this feels like for HR?**  
**Less noise. More clarity.**  
**Faster execution. Higher trust.**

# 1 COURSE, 3 MODULES

RECRUITMENT | PERFORMANCE | TALENT DEVELOPMENT

# AI FOR HR OVERVIEW

The AI for HR course is structured over 3 modules [3 hours each]:

1. **Recruitment**
2. **Performance**
3. **Development**

Each module is designed to produce practical outputs that participants can embed in their workflow right away.

## AI FOR HR

### MOD #1

#### **SMARTER HIRING**

Use AI to accelerate sourcing, screening, and structured interviewing while maintaining quality and fairness.

#### **SAMPLE OUTPUT:**

- High-impact JD creation templates
- Role-specific interview guides
- Candidate screening criteria
- Candidate communications

### MOD #2

#### **BETTER PERFORMANCE CONVERSATIONS**

Use AI to synthesize scattered inputs into fair evaluations and stronger, clearer performance conversations.

#### **SAMPLE OUTPUT:**

- Goal/KPI/OKR scorecards
- Role-specific performance feedback templates
- Tailored performance review scripts
- Standardized calibration language

### MOD #3

#### **HIGH-IMPACT TALENT DEVELOPMENT**

Use AI to personalize development at scale, drafting IDPs aligned to strategic role needs.

#### **SAMPLE OUTPUT:**

- Skills development roadmaps
- Standardized IDPs
- Individual learning pathways
- Talent development summaries





# WHAT CHANGES WHEN HR BUILDS AI CAPABILITY

- **RECRUITMENT:** Faster shortlisting, stronger role-fit decisions, better candidate experience
- **PERFORMANCE:** Clearer goals, higher-quality feedback, less manager time spent drafting and compiling
- **TALENT DEVELOPMENT:** Development plans linked to strategy, more personalization, better follow-through

## What's at stake if HR doesn't lead the AI transformation...

- Inconsistent decisions become faster and harder to correct
- Bias and quality risks increase, damaging trust in HR and leadership credibility
- Performance becomes an “admin ritual” with better formatting, not better outcomes

**AI is not the strategy.  
HR capability is the strategy.**

# TIME TO ENHANCE YOUR HR CAPABILITIES!

MOD #1  
**SMARTER  
HIRING**

MOD #2  
**BETTER  
PERFORMANCE  
CONVERSATIONS**

MOD #3  
**HIGH-IMPACT  
TALENT  
DEVELOPMENT**

**Each module can be run independently from the others**, so that you can start with a single workflow, and build capability your HR team can own.

**Note:** The AI for HR course is an Advanced Course.  
Prior enrolment in System in Motion's Foundational AI Training is advised.

Not sure where to start? No problem! You can

**PILOT ONE MODULE WITH YOUR TEAM**

[Click here](#) to schedule a brief introductory call, or send an email to [fabrizio@shibisset.com](mailto:fabrizio@shibisset.com)

# ABOUT THE SBA x SYSTEM IN MOTION PARTNERSHIP

SBA's strategic partnership with System in Motion is based on our shared values, and a belief in leveraging the most advanced and solid knowledge and expertise to help organizations and leaders build workplaces where people can do meaningful work.

## ABOUT SYSTEM IN MOTION

System in Motion is a leader in the field of AI education and integration, committed to empowering established companies to seamlessly adopt AI technologies.

Our offerings include comprehensive AI training, an AI Accelerator program tailored for existing businesses, and insightful keynotes that elucidate AI's impact on industry practices.

With a foundation built on quality, trust, clarity, leadership, and transformation, System in Motion provides a robust suite of services that prepare businesses for the future of AI.

Our proven success stories and authoritative voice make us the preferred partner for companies aiming to innovate and lead in their respective industries. Join us to not only learn about AI but to master it and transform your business operations efficiently and effectively.



System in Motion



The logo features the letters 'SBA' in a large, white, serif font. Below them, the words 'PEOPLE STRATEGY PARTNERS' are written in a smaller, white, sans-serif font. The entire logo is centered on a black background. Two white L-shaped brackets are positioned around the logo: one in the top-left corner and one in the bottom-right corner, framing the central text.

**SBA**  
PEOPLE STRATEGY PARTNERS



Founded in Shanghai in 1982 by Dr. Shi Bisset, SBA leverages on more than 40 years of hands-on consulting and advisory experience in China, Asia, and globally.

## TAILORED SOLUTIONS

Built for you, with you, based on research and real-life experience accumulated over 40 years of work across industries.

## HONEST ADVICE

We tell you what you need to hear, not what is most convenient.

## REAL PARTNERSHIP

We work alongside you like a part of your team, not outsiders. Your success is our success.

## PEOPLE-CENTERED, RESULTS-DRIVEN

We believe strong organizations are built on strong people. And we help you get both right.

# Meet the TEAM



Fabrizio  
Ulivi

Managing  
Partner

Leveraging on a decade of hands-on consulting experience in the human resources and organizational development fields, Fabrizio partners with SBA Clients to help them connect their needs with their strategy, ensuring that any solution is always targeted to the achievement of their goals.

Fabrizio specializes in People Strategy solutions design, with a particular passion for People and Leadership Development.



Jamie  
Chang

Partner

Jamie is our Talent and Organisational Management expert.

Specialised in People Analytics, Competency Analysis and People Development solutions, Jamie works with SBA Clients to ensure that a data-driven approach underpins our solutions.

Jamie's analytical mind makes him a great partner for our clients looking for objective needs analysis and solutions for their People Strategy needs.



Rebecca  
Wen  
闻莉莉

Project  
coordinator

A key member of the analysis and consulting team at SBA, Rebecca graduated at La Trobe University in Melbourne in Finance and International Business. Apart from conducting data collection and analysis for our client initiatives, Rebecca is in charge of supporting our Clients throughout the solution delivery process, coordinating any customized initiative to ensure that deployment is seamless and effective, from pre-launch to completion and follow-up.



# WHAT WE DO



## **Build a stronger organization.**

We help you clarify strategy, structure teams effectively, and build the systems that support performance.



## **Develop leaders who deliver.**

We help executives, managers, and HR teams to build the skills they need to lead, drive results, and achieve goals.

Want to know more?

[VISIT OUR WEBSITE](#)

Find out how we can help you

[TRY SBA SCAN](#)

Our signature 5-minute needs analysis survey.

We review your responses and produce a free of charge report with our recommendations

# SHAPE

**Build a stronger organization.** We help you clarify strategy, structure teams effectively, and build the systems that support performance.



We help you see the full picture. Through organizational assessments, competency mapping, and tailored diagnostics, we uncover what's working, what's not, and where to focus next.



Change is hard. We make it smoother. Whether you're restructuring, integrating teams, or shifting strategies, we guide you through the process, ensuring alignment, buy-in, and real impact.



Attracting, developing, and keeping the right people is crucial for any organization. We help you build talent systems that work, from hiring and development to retention and succession planning.



A good strategy is clear, practical, and lived - not just a document. We work with you to define, align, and embed strategies that drive meaningful results, tailored to your reality.



Culture isn't what's written on the walls. It's what happens every day. We help you define, shape, and reinforce a culture that reflects your values and fuels performance.



# GROW

**Develop leaders who deliver.** We help executives, managers, and HR teams to build the skills they need to lead, drive results, and achieve goals.



Our leadership programs challenge senior executives to sharpen their vision, influence, and decision-making, ensuring they lead with clarity, confidence, and real impact.



Managing people is tough. We make it easier. Our programs equip managers with practical skills to handle real challenges.



HR should be a game-changer, not just a function. We help HR teams build the skills, mindset, and influence to drive business impact, shape culture, and support real transformation.



Real conversations that drive results. Our coaching helps leaders cut through complexity, tackle challenges, and lead with impact, backed by our coaches' deep experience across industries.

# HOW WE DO IT

## SBA ON-DEMAND

**Ongoing consulting support, check-in and advisory** for those clients who want to leverage on our expertise on the longer-term.  
We identify their needs and provide a sustainable, hands-on experience.

## SBA STANDARD

Want to engage us for an **end-to-end project**?  
This might be the best format.  
We provide planning, content design, and on-the-ground implementation.  
From start to finish, we deliver the full initiative's cycle.

## SBA TRANSFER

We believe in knowledge-sharing to empower our clients with the knowledge and tools to sustain any initiative internally.  
To do so, we create and deploy practical and effective **knowledge-transfer** sessions.

# OUR CLIENTS

We partner with organisations ranging from Fortune 500 multinational corporations to small and medium enterprises across all industries in China, Asia-Pacific and globally.

No matter the size of your business, your industry, or location: We will help you achieve your goals.

Here are some of the organisations we helped over the years.





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# THANK YOU

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PEOPLE STRATEGY PARTNERS

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