Workshop Title: How AI is Changing the Way We Hire

Length: 1 hour

Audience: HR professionals or HR students

Style: Interactive, conversational, hands-on

Goal: Help participants \*understand and experience\* how AI can make hiring smarter, fairer, and faster — without losing the human touch.

Workshop Objectives

By the end of this session, you’ll be able to:

Spot where AI fits into modern hiring processes.

Try out a few AI tools yourself (don’t worry — no tech background needed).

Talk about the real risks (like bias) and how to avoid them.

Think about how you might use AI in your own HR work — or improve how you're already using it.

Agenda Overview (60 Minutes)

0–10 min: Let’s Break the Ice — AI & You

Activity: Quick anonymous poll (Google Forms or live via Mentimeter):

“Have you ever used AI in recruitment?”

“What’s one thing that excites or worries you about it?”

Facilitator talks briefly:

Share some \*fun\*, \*weird\*, and \*impressive\* ways AI is being used in hiring today.

Set a relaxed, open tone. Remind them: You don’t have to be an AI expert to use it well.

10–25 min: \*\*How Companies Are Actually Using AI

Storytime with Data:

Case study: \*“How Unilever uses AI to screen thousands of applicants — and saves hundreds of hours.”

Example AI tools: resume screeners, chatbots, video interview analyzers.

Live Demo (or pre-recorded):

Show ChatGPT writing a job description or screening a résumé.

Emphasize: \*This doesn’t replace people. It just saves time for more meaningful conversations.

25–35 min: \*\*Try It Yourself — Build with AI

Small Group Activity (in pairs or trios):

Task: “Use ChatGPT to write a job description or 3 interview questions for a role you know.”

Prompt examples will be provided.

Share a few examples with the whole group.

35–45 min: The Big Question — Can AI Be Fair?

Facilitated discussion:

“What happens when AI reflects human bias?”

Use real stories — e.g., Amazon’s failed AI recruiting tool.

Jamboard or Miro activity (if online):

Group brainstorm: \*How can HR stay in control of the tech?

Takeaway:\*\* HR professionals must stay curious, critical, and in the driver’s seat.

45–55 min: Mini Challenge — Pitch an AI Idea

Fun group challenge:

"If you could create your dream AI tool for hiring, what would it do?"

5 minutes to brainstorm + 2 minutes to pitch.

Use Canva or ChatGPT to polish it.

Share a few pitches with the group. Applaud creativity!

55–60 min: Wrap-Up & Reflect

Quick quiz (via Google Forms or Kahoot): Just 4–5 questions.

Reflection Prompt:

“What’s one thing you’ll explore or do differently after today?”

Optional sticky note or chatbox reply.

-Tools & Materials:

\* ChatGPT (or another AI assistant)

\* Google Forms or Kahoot (for polls and quizzes)

\* Jamboard/Miro (for online brainstorming)

\* Canva (optional — for pitch visuals)

\* Slides with a few real-world examples (not too text-heavy!

Tone & Teaching Style:

\* Friendly, informal, practical.

\* Emphasize \*empowerment\*: “You don’t need to be a tech person to make smart choices with AI.”

\* Balance excitement with caution: "AI is powerful — and it needs our judgment."