



HR50UNDER50 PROGRAM CONSTRUCT

The program curriculum revolves around 8 essential personas essential for an HR leader in the AI world!



1. *The Talent Tracker*

Predicts talent movement, readiness for advancement, and emerging skill gaps using AI—enabling action before challenges arise.

2. *The Solution Seeker*

Experiments with AI tools to solve HR challenges—rapidly prototyping solutions and simulating dashboards and workflows to address organizational needs.

3. *The Experience Expert*

Harnesses AI to design and deliver personalized employee experiences at scale—tailoring onboarding, learning, benefits, and career journeys to individual needs, preferences, and contexts across the entire workforce.



4. The Strategy Shaper

Builds workforce plans using AI that match business strategy—mapping skill adjacencies and forecasting capability needs to keep HR at the center of strategic decisions.

5. The Connection Creator

Connects the dots across employee data using AI—analyzing patterns across diverse segments to deliver personalized, timely insights that reach the right people at the right time.

6. The Culture Curator

Applies AI-driven sentiment analysis, pulse checks, and predictive models to identify engagement risks early, uncover hidden leadership patterns, and shape high-performance cultures proactively.

7. The Impact Player

Leverages AI-powered analytics to connect HR initiatives to measurable business outcomes, translating AI adoption into quantifiable ROI through revenue, retention, and productivity metrics.

8. The Risk Radar

Identifies and manages AI-related risks—detecting bias in algorithms, masking sensitive data for privacy, and guiding responsible AI tool usage while ensuring checks and validation are in place before any critical actions are executed.