



Knowledge of the ART Academy

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AI MASTERCLASS for HR

Human Capital Intelligence Systems in the Age of Agentic AI: Development and Application in Human Resource Management

Long Beach Resort - 09 SEP 2026



**HRDC REFUND
UP TO 90%**

AI Masterclass 2026 for HR Leaders & People Professionals

Enter Agentic AI in HR

Take your HR capability beyond tools and prompts – into fair, trusted and human-centred people decisions. In 2026, HR teams are beginning to use AI across recruitment, onboarding, performance, learning, engagement, workforce planning and employee support. Use AI without losing the human judgment that makes HR credible. Design governed HR copilots, separate AI suggestions from real people decisions, spot bias, and build HR practices that are fair, explainable and trusted.



Fair Hiring with AI Support



AI Automation with Human Checkpoints



Responsible AI Employee Monitoring



AI-Assisted Performance Reviews



Committee-Ready Briefing Packs

Practical Showcase on “how to”

Not theory. Not fear. Practical HR decision capability. Built for HR leaders who must hire, assess, promote, monitor, support and sometimes exit people, while maintaining fairness, dignity & trust. Through live demos, decision drills and HR-focused working labs, you will see how AI can support the employee lifecycle without becoming the hidden decision-maker. The focus is: how HR stays in control, with AI by your side.



xAI (Explainable AI) People Decisions



Drift, Overrides, Exception Monitoring & Escalation



HR AI Assistant Development with Safe Boundaries



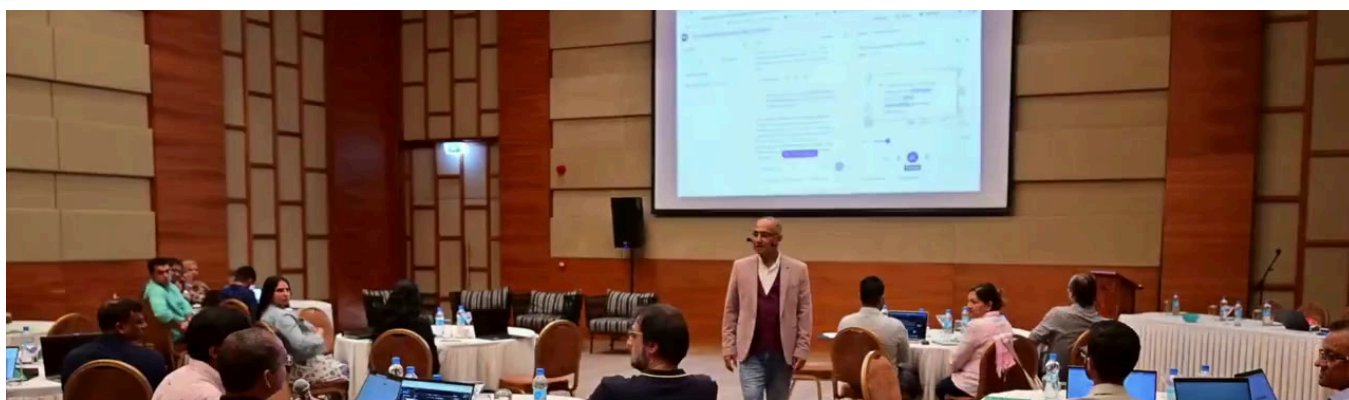
Develop your own AI Agent



Live Agentic AI Labs and Decision Drills & Demos

A practical masterclass for HR leaders who want to use AI confidently across the employee lifecycle, while protecting fairness, trust, privacy & human judgment.

Claude
CoWork & Fable 5,
Opus 4.8, Kimi K2.7,
Gemini Pro, ChatGPT 5.6



Course Title	Human Capital Intelligence Systems in the Age of Agentic AI: Development and Application in Human Resource Management
Course Objectives	Equip participants to build a practical AI-enabled HR operating model for recruitment, performance, monitoring, employee support and planning. Strengthen HR leadership readiness by defining where AI may assist, where human judgment must remain in control, and use of XAI (explainable AI) Enable responsible use of AI tools, through fairness checks, human checkpoints, monitoring safeguards and escalation practices.
Learning Outcomes	Design a governed HR copilot that supports HR teams without replacing human judgment. Apply practical fairness and bias checks to AI-assisted recruitment, scoring & recommendations, employee monitoring and people analytics. Execute HR Drills & Demos for Live practices on AI tools. <u>Laptop fully charged + Paid Version of your favourite AI Tools (preference: Claude).</u>
No. of CPD Hours	7 UNITS
Trainer	Irshad A. A. JACKARIA BCom, BCom(Hons), DInv, MSc, MCIPS, CFA
Fees per participant	Rs. 25,000, MQA-Approved, HRDC-Refundable up to 90% for AI courses
Date, Time & Venue	Wednesday 09th September 2026 0815 to 1635 @ Long Beach Resorts, Belle Mare



**REGISTRATION: Starts at
0815 (Long Beach Resorts,
on Wed 09 Sep 2026)**

**Human Capital Intelligence Systems in the Age of Agentic AI:
Development and Application in Human Resource Management**

**HR AI with People-
Decision Accountability
0840 - 0940**

**Agentic AI across the employee lifecycle (tools & prompts);
employment as the high-risk tier (EU AI Act); Score ≠ Suitability,
Prediction ≠ Person; “discriminator’s motive is irrelevant” (Equal
Opportunities Act 2008), the People-Decision Autonomy Ladder;
DPA 2017 (s.47).**

**AI Bias: Performance,
Hiring & Promotion
0940 - 1040**

**AI CV screening, ranking & video-interview analysis; performance
scoring and promotion, termination influence; training-data bias;
proxy discrimination; adverse impact & the four-fifths (0.80) rule;
concept drift in people models.**

TEA BREAK: 1040 - 1100

Where knowledge steams, idea flows ...

**AI Surveillance, Privacy
& the Prohibited Lines
1100 - 1200**

**Productivity monitoring & proportionality; people analytics &
attrition, flight-risk prediction; special-category data; DPA 2017
s.47 and DPIA duties; the prohibited line — workplace emotion
recognition under EU AI Act Art 5(1)(f); data poisoning of systems.**

**Defensibility, Tribunals
& Board Oversight
1200 - 1300**

**HITL as a legal requirement in Mauritius; right to explanation;
decision logs & defensible-reliance documentation; Equal
Opportunities Commission & Tribunal challenge; Remuneration
Committee & Oversight of people-AI; pay-equity exposure.**

LUNCH: 1300 - 1415

Savour each bite & digest new perspectives ...

**Live Labs 1
1415 - 1530**

**4 showcases: (1) Adverse-impact / Four-fifths drill (2) Proxy-
discrimination hunt (3) Concept-drift detection in a hiring model;
(4) Explainable-AI (xAI) rejection drill with a tribunal-safe note.**

COFFEE BREAK: 1530 - 1550

Sip & Spark - where caffeine meets creativity ...

**Live Labs 2
1550 - 1635**

**4 showcases: 1) Tribunal simulation to defend an AI-influenced
non-hire / dismissal; (2) Surveillance proportionality drill against
DPA s.47; (3) Prohibited-practice tripwire (4) Board people-AI
governance pack defended under challenge.**



Irshad JACKARIA

BCom, BCom(Hons), DInv, MSc, MCIPS, CFA

Pioneer

Since launching Knowledge of the ART in 2003, Irshad has been an innovator & pioneer in several areas with dedicated projects in traditional and emerging fields connected to Administration, Finance, Compliance, Governance, Data Science and AI. Some AI projects:

- Fintech and AI Developments in 2019.
- AI & ESG Impact Navigation in 2024.
- AI Proficiency Masterclass in 2024 & 2025.
- AI & Procurement Masterclass in 2024, 2025, 2026.
- AI for Sales & Marketing Professionals in 2025.
- AI for Accounting & Finance Professionals in 2025.
- AI for Compliance and Legal Professionals in 2026.
- AI for Auditors and Audit Committees in 2026.

Personal Brand

First one in Mauritius to be a LinkedIn Top Voice in Artificial Intelligence, Irshad is a rethinker and is right now, working on the re-definition of the 7 known Soft Skills, for them to be AI-Curated.

Disruptor

In the last 23 years, Irshad has been the coach & trainer for more than 4,970 participants, coming from more than 535 Mauritian companies, from micro and medium to Top 100, in Finance, Purchasing, Supply Chain, Stores & Warehousing, Green Logistics, Sales & Marketing, Compliance, ESG as well as Artificial Intelligence, with always a higher-than-average ratings and 5-star feedback.

Business Sherpa

Voted as the "Young Entrepreneur of the Year" in 2005, Irshad represented Mauritius in London at the Shell Livewire Entrepreneur of the World. And, he has, over the years, been a Mentor for Enterprises at the National Woman Entrepreneur Council, a Consultant to MSMEs in business reengineering and an Advisor on turnaround strategies.

AI-IA

In 2000, during his MSc in eBusiness, Irshad was exposed to the realm of Data Mining. Now in 2026, as a CFA Charterholder, he is crusading in Data Science. He is now an Artificial Intelligence Impact Assessment (AI-IA) Coach, where he develops training on the impact of AI.

CFA Coach

Irshad is currently the only one in Mauritius to accompany participants in the globally acclaimed Chartered Financial Analyst programme, at all the 3 levels through his intense face-to-face masterclasses, focusing on high-level finance. And, he recently became the first in Mauritius to present the CFA ESG Investing certificate.



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Online Registration www.knowledgeoftheheart.com

MQA-APPROVED COURSE TITLE:

Human Capital Intelligence Systems in the Age of Agentic AI: Development and Application in Human Resource Management

No. of CPD Hours

7 units

HRDC Monitoring: Contact

Prateema VENKATASAWMY (Tel: 5751 2858)

Chief Seminar Facilitator-Knowledge of the ART

Trainer

Irshad A. A. JACKARIA

BCom, BCom(Hons), DInv, MSc, MCIPS, CFA

Fees per participant

Rs. 25,000

MQA-Approved,

HRDC-Refundable up to 90%

Net Investment After HRDC Refund: Rs.2,500

Deadlines

For Registration - 5 days before seminar

For Payment - 2 day before seminar

Payment

Knowledge of the ART Limited

MAUBank Account: 102000049030

Date & Venue

Wed 09th Sep 2026 @ Long Beach Luxury Resorts,
Belle Mare