



HALF-DAY DESIGN WORKSHOP · FOR HR LEADERSHIP

Where do AI agents actually fit in HR?

A hands-on, half-day working session in which your HR leaders take your real people-processes and decide — rigorously and honestly — where an AI agent is worth building, where a simpler **workflow** wins, and where a **human** must stay in the loop. Each group leaves with a finished design blueprint for one of your processes. No pre-work required — we build the mental model with you, live.

WHY THIS, WHY NOW

Every HR team is being pitched “AI agents.” The expensive mistake isn’t moving too slowly — it’s building the wrong thing: an autonomous agent where a simple workflow would have been cheaper, more reliable, and safer. This workshop installs the **judgment to tell the difference** — on your own processes, before a rupee is spent on building.

WHAT YOUR TEAM WALKS OUT WITH

- ◆ A completed **Agent Design Blueprint** for a real HR process — every step judged workflow, agent, or human.
- ◆ A clear, defensible **build / don’t-build decision** — and where exactly an agent belongs, if it does.
- ◆ A “verify before you build” checklist that sets up the engineering stage honestly.
- ◆ A **portfolio of blueprints** spanning several of your priority HR processes.

HONEST BY DESIGN

“No agent needed — keep it a workflow” is a valid and valuable outcome here. We optimise for the **right decision**, not for selling agents. That is what makes the blueprint trustworthy to act on.

THE HALF-DAY, AT A GLANCE

Primer — the mental model	~25 min	Learn it live: workflow vs agent, augmentations, “autonomy is a cost.”
Blueprint, example & live demo	~27 min	See a finished HR blueprint — then watch one decomposed live.
Decompose your process	~70 min	Break your process into steps; judge each: workflow, agent, or human.
Find & design the agent	~40 min	Locate where an agent is justified (if anywhere); design the hybrid.
Verify, decide & share	~55 min	The feasibility questions; the decision; group share-outs.

FORMAT & WHO SHOULD ATTEND

- ◆ **Format:** half-day (~4 hours, with a break), in person.
- ◆ **Who:** HR heads, HRBPs, people-ops / HR-tech leads.
- ◆ **Nothing to prepare:** we teach the mental model live in the first half-hour.
- ◆ **You bring:** 3–5 real HR processes worth examining; we help you choose them.