

AI Workforce Decisions: Redesign, Upskill or Replace?

Human-Centred Leadership



14 December 2026 (Monday)
9:30am – 1:30pm
 CPD Hours: 4



Cantonese
 (with English materials)



HKIHRM

When AI changes work, cutting headcount is not the only option. Turnover and rehiring can be costly.

This workshop provides HR leaders and senior people managers with a research-driven approach and real life Asia and Global case study to evaluate redesign and upskilling options, and manage necessary exits with dignity and care. In half day, you will be confident guiding executive teams through AI job displacement.

WORKSHOP OUTLINE

- **The AI impact audit:** distinguishing task automation from total role obsolescence
- **The triple-path decision framework:** when to redesign, when to upskill, and when to replace — and how to weigh the cost and ROI of each path
- **Strategic redeployment & reskilling:** building practical transition roadmaps with measurable outcomes for displaced roles
- **Risk governance and ethical leadership:** navigating legal compliance, fair transition practices, and executive accountability
- **Culture and psychological safety:** maintaining trust and team stability through reorganisation
- **High-stakes communication:** transparent messaging, empathetic exit management, and stakeholder alignment

YOU WILL LEAVE WITH:

- a role-impact audit, a redesign/upskill/replace decision framework, and a communication checklist.



Price

Early Bird offer

[Only if enrolment & payment are received by **6 November 2026**]*



Mr Andrew Ma

- AI Transformation Consultant
- Executive Coach
- 2 x Published Author
- Ph.D in Global Leadership and EMBA

Member

HK\$1,500

HK\$1,000

New Member

(Inclusive of new membership joining fee)

HK\$2,745

HK\$2,245

**Enrol
NOW**

