

4-PERSONA PLAYBOOK

CGAIHLD CERTIFICATION

PRINTABLE PDF

The full 4-persona playbook.

All four CGAIHLD pathways in print. 90-day roadmaps, capstone selection guide, persona-to-module mapping, plus the 12-module syllabus and sample exam.

4

PERSONAS

12

MODULES

2.5L+

CERTIFIED PROS

Inside the toolkit:

4 persona roadmaps (90-day each)

Module-to-persona mapping matrix

Capstone selection guide per persona

12 module syllabi · verbatim

Sample exam questions

Program: Certified Generative AI for Human Leadership & Development (CGAIHLD)

Format: CGAIHLD Certification | **Duration:** 90 days

Used by 2,50,000+ certified professionals worldwide.

The 4 AI-HR Pathways · At a Glance

Four distinct career destinations from the same CGAIHLD certification. Pick one before you start the 90-day plan. The pathways differ in starting profile, depth of analytics, and end-state employer mix.

Pathway 1 · AI-Augmented HRBP

Best for: HRBP, HR Manager, generalist.

Analytics depth: Light to medium — dashboards, narrative reading.

End state: Senior people-strategy partner with AI co-pilot.

Pathway 2 · AI Talent Acquisition Lead

Best for: Recruiter, TA manager, sourcing lead.

Analytics depth: Medium — funnel analytics, bias auditing.

End state: Owns the AI-powered hiring stack.

Pathway 3 · AI L&D / Skills Architect

Best for: L&D Manager, Org Development, internal mobility.

Analytics depth: Medium — skills graphs, learning impact.

End state: Designs skills taxonomies + learning paths.

Pathway 4 · AI Workforce Analytics Mgr

Best for: People analyst, HRIS lead, comp analyst.

Analytics depth: Heavy — models, dashboards, scenarios.

End state: Highest-paid IC HR role; dual-reports CHRO+CFO.

Quick salary preview

Pathway	Mid-career midpoint	Senior midpoint	Demand
AI-Augmented HRBP	\$155K	\$215K	Very high
AI Talent Acquisition Lead	\$165K	\$225K	Very high
AI L&D / Skills Architect	\$145K	\$200K	High
AI Workforce Analytics Mgr	\$178K	\$245K	Very high

Total compensation midpoint, USA tier-1 metro baseline. Localise using regional multipliers (UK 0.65x, UAE 0.88x tax-free, Singapore 0.75x, India metro 0.26x).

How to Pick Your Pathway · 4-Question Decision Tree

Most candidates already know their pathway by the second question. Walk these in order — the first question that gives you a strong yes is your answer.

Q1 · Where is your *strongest* work signal today?

Sourcing, recruiter ops, hiring funnel

L&D, internal mobility, capability programmes

People-data, dashboards, HRIS, comp analysis

None dominant — broad HRBP/generalist work

→ Pathway 2 · AI TA Lead

→ Pathway 3 · AI L&D Architect

→ Pathway 4 · Workforce Analytics Mgr

→ Continue to Q2

Q2 · Do you enjoy working with data, or with people leaders?

People leaders, exec conversations

Data, models, dashboards

Both equally

→ Pathway 1 · AI-Augmented HRBP

→ Pathway 4 · Workforce Analytics Mgr

→ Continue to Q3

Q3 · In your next role, what's the higher leverage move?

Closer to the business unit + P&L

Closer to talent / hiring volume

Closer to capability + workforce skills

→ Pathway 1 · AI-Augmented HRBP

→ Pathway 2 · AI TA Lead

→ Pathway 3 · AI L&D Architect

Q4 · How much code / analytics depth are you willing to learn?

Spreadsheets only, no SQL/Python

SQL is fine, light Python

Comfortable with Python / notebooks

→ Pathway 1 (HRBP) or Pathway 3 (L&D)

→ Pathway 2 (TA) or Pathway 3 (L&D)

→ Pathway 4 · Workforce Analytics Mgr

You can switch pathway up to Week 4 without losing capstone progress. After Week 4, switching costs 2–3 weeks of rework — most candidates stick.

Pathway 1 · AI-Augmented HRBP — 90-Day Roadmap

1

AI-Augmented HRBP

Senior people-strategy partner with AI co-pilot. Workforce planning, change, comp narrative, manager enablement.

Mid-career total comp · \$155K · USA tier-1 baseline

WEEKS 1–3 · FOUNDATIONS

Modules 1–2 · LLMs, scope of AI in HR, ethics charter

Land the vocabulary. How LLMs work end-to-end as an HRBP needs to direct vendors. The CGAIHLD operating model and ethics charter. Map your current HRBP work to where AI augments vs replaces tasks.

WEEKS 4–6 · PERFORMANCE & MANAGER ENABLEMENT

Modules 5 + 11 (HRBP slice)

AI-assisted feedback loops, calibrated ratings, coaching-script library, change-at-velocity playbook. **Capstone Artifact 1** drafted here: a coaching-script library you can ship to your managers in Month 2.

WEEKS 7–9 · ANALYTICS & BOARDROOM INFLUENCE

Modules 6 + 10

Attrition modelling at a level you can read and defend, dashboard storytelling, single-page boardroom narratives that the CFO will fund. The HRBP move from "people data presenter" to "people-strategy narrator."

WEEKS 10–12 · CAPSTONE BUILD & DEFENCE

Module 12 · Submit three artefacts + defend

Attrition Model · Boardroom One-Pager · Coaching Scripts. Defend in front of an evaluator and earn CGAIHLD.

⚡ LIMITED TIME OFFER

Lock in your CGAIHLD pathway this week

Enrolment for the AI HR Pathway is open — limited-time launch window for the next cohort.

[Reserve Your Seat →](#)

Pathway 1 · Capstone Picks & Target Employers

The 3 capstone artefacts

1 Attrition-Risk Prediction Model

A binary classifier scoring 12-month attrition risk per employee, with SHAP-style feature explanations and a model card. **Built in:** Excel or Python notebook. **Used in interviews:** walk through the model card and one prediction's explanation.

2 Boardroom People Narrative One-Pager

A single visual page turning people analytics into a CFO-grade business narrative — top risks, \$-impact, recommended actions. **Built in:** PowerPoint or Figma. **Used in interviews:** walk it top-to-bottom in 90 seconds.

3 Manager Coaching-Script Library

10 AI-drafted, human-validated scripts for the highest-leverage manager conversations: performance, change, layoff, retention save. **Built in:** LLM + prompt template library. **Used in interviews:** defend the override-points design.

Target employers · AI-Augmented HRBP

Fortune 1000 · enterprise HRBP roles	Big Tech & AI-native scale-ups
Financial services · banking & insurance	Pharma & life sciences
Big-4 consulting · people advisory	Sovereign-linked (UAE, KSA, SG)
Mid-market & PE-portfolio companies	Global capability centres (India · GCC)
Healthcare & payor networks	Technology services & SaaS

Hiring signals to look for in postings

- "AI-augmented HRBP," "Strategic HRBP," or "Senior HRBP · transformation" in the title.
- Reporting line into a CHRO or Chief People Officer; partners with a BU general manager.
- JD body references "people analytics narratives," "boardroom storytelling," or "workforce planning AI."

Pathway 2 · AI Talent Acquisition Lead — 90-Day Roadmap

2

AI Talent Acquisition Lead

Owns the AI-powered hiring stack — sourcing AI, screening AI, interview intelligence, bias auditing, fair-hiring compliance.

Mid-career total comp · \$165K · USA tier-1 baseline

WEEKS 1–3 · FOUNDATIONS & THE FUNNEL

Modules 1–2 + Module 3 (intro)

LLMs, RAG, embeddings for TA practitioners. Audit your current hiring funnel end-to-end — sourcing, screening, interviewing, offer, onboarding — and mark where AI is, isn't, and should be.

WEEKS 4–6 · SCREENING AI & BIAS AUDIT

Module 3 + Module 9 (slice)

AI-assisted screening, four-fifths-rule auditing, adverse-impact testing, fair-hiring compliance. **Capstone Artifact 1** drafted here: a bias auditor you can re-run quarterly per requisition family.

WEEKS 7–9 · INTERVIEW INTELLIGENCE + SKILLS

Module 3 (deep) + Module 4 (TA slice)

Structured interview rubrics, transcript-scoring, inter-rater reliability. Skills taxonomies and mobility scoring from the TA seat. JD rewrite pipelines, candidate-experience analytics.

WEEKS 10–12 · CAPSTONE BUILD & DEFENCE

Module 12 · Submit three artefacts + defend

Resume-Screening Bias Auditor · Interview Intelligence Setup · Skills Taxonomy with Mobility Scorer. Defend in front of an evaluator and earn CGAIHLD.

Code-depth note: Pathway 2 is medium-depth on analytics. A working knowledge of spreadsheets plus basic Python (or willingness to learn it) is sufficient. Most labs ship a scaffold notebook; you fill in parameters and read the outputs.

Pathway 2 · Capstone Picks & Target Employers

The 3 capstone artefacts

1 Resume-Screening Bias Auditor

A reproducible audit that computes adverse-impact ratios and four-fifths-rule pass/fail per protected attribute proxy. **Built in:** Python notebook with fairlearn or AIF360. **Used in interviews:** defend the test design and one finding under hiring-manager questioning.

2 Interview Intelligence Setup

A workflow that scores transcripts against a 5-dimension rubric with quote-level citations; standardises interviewer variance. **Built in:** Vendor + LLM + rubric library. **Used in interviews:** demo the inter-rater reliability calculation.

3 Skills Taxonomy with Mobility Scorer

A small-scale 50-node skills graph plus a scoring function that ranks internal mobility fit between employee profiles and internal roles. **Built in:** Python or spreadsheet adjacency table. **Used in interviews:** walk one mobility recommendation end-to-end.

Target employers · AI Talent Acquisition Lead

Big Tech & hyperscalers

Banking & insurance · volume hiring

Healthcare · nurse / clinician hiring

Pharma & biotech

SaaS & B2B scale-ups

Retail at scale · seasonal hiring

Consulting · TA practice leadership

Sovereign / govt-linked (UAE, KSA)

Specialist exec-search firms

RPO & vendor TA operations

Hiring signals to look for in postings

- "AI TA Lead," "AI-powered talent acquisition," or "Head of Recruiting · AI" in the title.
- JD references vendor names like Eightfold, HireVue, Phenom, or Beamery alongside in-house tooling.
- Compliance-heavy postings reference NYC Local Law 144, EU AI Act, or "automated employment decision tools."

Pathway 3 · AI L&D / Skills Architect — 90-Day Roadmap

3

AI L&D / Skills Architect

Designs skills taxonomies, personalised learning paths, AI-generated content pipelines, internal mobility scoring.

Mid-career total comp · \$145K · USA tier-1 baseline

WEEKS 1–3 · FOUNDATIONS + SKILLS ECONOMY

Modules 1–2 + Module 4 (intro)

LLMs, embeddings, semantic search, RAG — the depth an L&D architect needs to direct vendors and design skills graphs. Survey the skills-economy landscape: vendor taxonomies, internal taxonomies, public skills graphs.

WEEKS 4–6 · SKILLS TAXONOMY & LEARNING PATHS

Module 4 (deep) + Module 5 (slice)

Build a working 50-node skills taxonomy with adjacency weights. Personalised learning-path generation using your content library. **Capstone Artifact 1** drafted: the skills taxonomy you'll defend.

WEEKS 7–9 · MOBILITY & CHANGE

Module 4 (deep) + Module 11

Internal mobility scoring, mobility-to-attrition trade-off, manager coaching scripts for career conversations, change-at-velocity playbook for AI-tool adoption.

WEEKS 10–12 · CAPSTONE BUILD & DEFENCE

Module 12 · Submit three artefacts + defend

Skills Taxonomy + Mobility Scorer · Personalised Learning-Path Builder · AI Governance Memo for L&D. Defend in front of an evaluator and earn CGAIHLD.

🎯 50% OFF

Half-off enrolment on the CGAIHLD cohort

The certification that maps to all four pathways above — at half off the standard rate. Launch pricing window currently open.

[Claim 50% Off →](#)

Pathway 3 · Capstone Picks & Target Employers

The 3 capstone artefacts

1 Skills Taxonomy + Mobility Scorer

A working 50-node skills graph with adjacency weights, plus a function that ranks internal mobility fit between employee profiles and roles. **Built in:** Python or spreadsheet. **Used in interviews:** walk through how you handle skill adjacency edge cases.

2 Personalised Learning-Path Builder

A path-generation workflow that produces a sequenced 90-day learning path with content recommendations, milestone checkpoints, and outcome measures. **Built in:** LLM + LMS content library + adjacency table. **Used in interviews:** defend the outcome-measurement approach.

3 AI Governance Memo for L&D

A focused governance memo for AI in L&D workflows — content generation, learner-data use, vendor evaluation, EU AI Act considerations for learning systems. **Built in:** Word doc + NIST AI RMF reference. **Used in interviews:** defend one control choice under regulator-style questioning.

Target employers · AI L&D / Skills Architect

Pharma & healthcare · reskilling at scale	Energy & utilities · transition reskilling
Manufacturing & industrial	Banking · regulatory upskilling
Big Tech · internal mobility programmes	Big-4 · learning advisory
Government & public sector	EdTech & HR-tech vendors
Global capability centres · India	Consulting · skills practice

Hiring signals to look for in postings

- "AI L&D Lead," "Skills Architect," "Director of Internal Mobility," or "Head of Reskilling" in the title.
- JD references skills-graph vendors like Lightcast, SkyHive, Eightfold Skills, or Workday Skills Cloud.
- Strong upside in pharma, healthcare, and energy sectors with active reskilling programmes.

Pathway 4 · AI Workforce Analytics Manager — 90-Day Roadmap

4

AI Workforce Analytics Manager

The bridge between People Ops, finance, and the AI tooling stack. Attrition models, mobility scoring, engagement signals, scenario planning.

Mid-career total comp · \$178K · USA tier-1 baseline · highest IC band

WEEKS 1–3 · FOUNDATIONS & DATA

Modules 1–2 + Module 6 (intro)

LLMs at the depth a data-driven HR practitioner needs. Audit your current HR data sources for completeness and identifier risk. Set up your personal analytics environment (Python/SQL/BI tool of choice).

WEEKS 4–6 · ATTRITION & ENGAGEMENT MODELS

Module 6 (deep) + Module 7

Build an attrition-risk model end-to-end. Engagement-signal dashboards with passive + active signals. Per-business-unit model performance. **Capstone Artifact 1** drafted: the attrition model.

WEEKS 7–9 · SCENARIO & FINANCE-GRADE PLANNING

Module 8 + Module 10 (slice)

Workforce scenario modelling for finance stakeholders, pay-equity audits, comp-narrative storytelling. Boardroom-grade artefacts that pass CFO scrutiny.

WEEKS 10–12 · CAPSTONE BUILD & DEFENCE

Module 12 · Submit three artefacts + defend

Attrition Model · Engagement-Signal Dashboard · Workforce Scenario Model. Defend in front of an evaluator (expect a finance-stakeholder-style line of questioning) and earn CGAIHLD.

 OFFER VALID IN 48 HOURS

Your CGAIHLD enrolment window closes in 48 hours

The current enrolment window — including the cohort start date and the launch pricing — locks in 48 hours from this playbook.

[Enrol Within 48 Hours →](#)

Pathway 4 · Capstone Picks & Target Employers

The 3 capstone artefacts

1 Attrition-Risk Prediction Model

A trained binary classifier with model card, per-business-unit performance breakdown, and SHAP feature explanations. **Built in:** Python (pandas, scikit-learn or LightGBM) + model-card template. **Used in interviews:** defend one segment-level performance gap.

2 Engagement-Signal Dashboard

A live dashboard combining passive (meeting load, response-time) and active (survey, eNPS) signals with explicit aggregation rules; protects identity below 8-person teams. **Built in:** Power BI / Tableau / Looker / Metabase. **Used in interviews:** defend the surveillance-creep protections.

3 Workforce Scenario Model

A 3-scenario (Base/Growth/Cut) spreadsheet model projecting headcount, fully-loaded cost, and skill-gap exposure with a 1-page exec brief. **Built in:** Excel or Google Sheets with scenario tables. **Used in interviews:** walk the sensitivity analysis.

Target employers · AI Workforce Analytics Manager

Big Tech · hyperscalers & AI labs	Banking · global & regional
PE-portfolio operating teams	Big-4 · people-analytics practice
Scale-ups · Series C–E	Healthcare systems · large payors
Pharma & biotech	Sovereign-linked (UAE, SG)
HR-tech vendors (customer-facing)	Global capability centres · India

Hiring signals to look for in postings

- "People Analytics Manager," "Workforce Intelligence Lead," or "Director of People Insights" in the title.
- Reporting line into CHRO + CFO jointly, or into a Chief People Officer with an analytics mandate.
- JD body requires SQL or Python fluency, plus one BI tool. Adds a \$20–28K uplift in pay band.

Module-to-Persona Mapping Matrix

Every persona covers every module — but the depth and time-allocation shift. Use this matrix to know what to focus on inside each module when you're on a specific pathway.

Module	P1 · HRBP	P2 · TA Lead	P3 · L&D	P4 · Analytics
M01 · HRBP Mandate	Core	Core	Core	Core
M02 · Foundations	Core	Core	Core	Core
M03 · Talent Acquisition	Medium	Heavy	Medium	Awareness
M04 · Skills-Based Learning	Medium	Medium	Heavy	Medium
M05 · Performance & OKRs	Heavy	Awareness	Medium	Medium
M06 · People Analytics	Heavy	Medium	Medium	Heavy
M07 · EX & Sentiment	Medium	Awareness	Medium	Heavy
M08 · Comp & Workforce Planning	Medium	Awareness	Awareness	Heavy
M09 · Ethics & Responsibility	Medium	Heavy	Medium	Medium
M10 · HRBP Influence	Heavy	Medium	Medium	Medium
M11 · Change at Velocity	Heavy	Medium	Heavy	Awareness
M12 · Capstone	Core	Core	Core	Core

How to read the matrix

- **Core** — every pathway must complete this module fully. No exceptions.
- **Heavy** — primary depth area for that pathway. Spend the most hands-on hours here.
- **Medium** — solid working knowledge expected. You can be questioned on it in interviews.
- **Awareness** — understand the concepts and vocabulary. You won't be expected to build from scratch.

 NEXT COHORT STARTING SOON

Join the next CGAIHLD cohort with this playbook in hand

You've now seen all four pathways. The next cohort uses this exact playbook — applying now earns the launch window discount.

[Join The Next Cohort →](#)

12-Module Syllabus · Modules 1–6 (Verbatim)

The complete CGAIHLD syllabus. Modules 1–6 cover foundations, talent, L&D, and analytics. Every persona spends Core or Heavy time on at least three of these six.

MODULE 01

The AI-Powered HRBP Mandate

From HR Manager to Strategic HRBP — operating model, scope of AI in people work, vendor-neutral foundation, ethics charter.

MODULE 02

Foundations for HR Practitioners

LLMs, prompting, embeddings, retrieval, RAG vs fine-tuning — exactly the depth an HR practitioner needs to direct a vendor.

MODULE 03

AI-Augmented Talent Acquisition

Sourcing AI, screening models, interview intelligence, bias auditing, fair-hiring compliance, candidate experience at scale.

MODULE 04

Skills-Based Learning Lead

Skills taxonomies, learning-path personalisation, AI content pipelines, evaluation, mobility scoring, internal labour-market design.

MODULE 05

Performance, OKRs & Calibrated Feedback

Building AI-assisted feedback loops, calibration, bias-stripping, ratings under generative-AI augmentation, manager enablement.

MODULE 06

People Analytics & Decision Science

Attrition models, internal-mobility scoring, engagement-signal pipelines, statistical literacy for HR, dashboard storytelling.

If you only have time for half the syllabus and want maximum coverage across personas: prioritise **Modules 1, 2, 3, 4, 6** — these cover all 4 pathways at Medium or higher.

12-Module Syllabus · Modules 7–12 (Verbatim)

Experience, strategy, governance, and the capstone. This is where HR Managers visibly become AI-Powered HRBPs across all four pathways.

MODULE 07

Employee Experience & Sentiment at Scale

Listening systems, sentiment analysis, conversational analytics, action loops, listening without losing trust.

MODULE 08

Compensation, Benefits & Workforce Planning

Scenario modelling for headcount & payroll, pay-equity audits, comp narratives at the manager level.

MODULE 09

DE&I, Ethics & Responsibility in AI HR

Governance models, fairness metrics, adverse-impact testing, transparency frameworks, regulator readiness.

MODULE 10

HRBP Influence, Storytelling & Boardroom Narratives

Turning analytics outputs into business cases the CEO and CFO will fund. Practical influence at exec table.

MODULE 11

Change at Velocity · AI-Driven OD

Org design for AI-augmented teams, restructure playbooks, change-fatigue mitigation, manager coaching scripts.

MODULE 12

Capstone · Defend & Certify

Pick a pathway, build the three artefacts, defend in front of an evaluator, earn the CGAIHLD credential.

Module-to-artefact quick reference

HRBP (P1) → M5, M6, M10 → Attrition Model + Boardroom One-Pager + Coaching Scripts. **TA Lead (P2)** → M3, M4, M9 → Bias Auditor + Interview Intel + Skills Taxonomy. **L&D (P3)** → M4, M5, M11 → Skills Taxonomy + Learning Paths + L&D Governance Memo. **Analytics (P4)** → M6, M7, M8 → Attrition Model + Engagement Dashboard + Workforce Scenario.

 LIMITED TIME OFFER

Pathway enrolment window — closing soon

A single CGAIHLD enrolment covers all four pathways above. The current launch enrolment window closes soon.

[Apply Now →](#)

Sample Exam — Part 1 of 2

Six representative questions across the four personas. The real CGAIHLD exam is 60 MCQ + the capstone defence on 3 artefacts. Answers at the end of part 2.

Q1 · P1 · AI-AUGMENTED HRBP

A BU's attrition model AUC is 0.82 overall but 0.61 on its Engineering org. When briefing the BU GM, the right HRBP framing is:

- (a) Present the overall AUC; the BU number is statistical noise.
- (b) Explicitly flag the per-org performance gap, propose either a BU-specific variant or scoping Engineering out, and recommend a retention-spend decision tied to that scoping.
- (c) Skip showing the model entirely until per-org performance is uniform.
- (d) Recommend doubling retention spend on Engineering immediately.

Q2 · P2 · AI TA LEAD

A resume-screening model passes four-fifths-rule overall but fails for one job family. The TA Lead's first action is:

- (a) Deploy as-is — overall performance is acceptable.
- (b) Quarantine the failing job family from the model, run manual review, and investigate the cause before re-enabling.
- (c) Raise the threshold uniformly until the failing family meets the rule.
- (d) Hide the per-family metric from leadership reporting.

Q3 · P3 · AI L&D ARCHITECT

When designing a skills taxonomy for a 12,000-person company, the right approach is:

- (a) Start from a vendor's pre-built taxonomy and adapt it; iterate with a small set of role families first.
- (b) Build from scratch from each employee's job-history text.
- (c) Outsource it entirely to the vendor's consulting arm.
- (d) Map only manager-level roles in v1; ICs come later.

Sample Exam — Part 2 of 2

Q4 · P4 · WORKFORCE ANALYTICS

Your engagement dashboard pulls passive signals (meeting load, response-time deltas). To avoid surveillance creep, the minimum aggregation rule is:

- (a) Show individual-level data to managers only.
- (b) Aggregate to a team-of-8 minimum and never drill below that, with the rule documented in the dashboard itself.
- (c) Limit the dashboard to L&D leaders.
- (d) Aggregate to the function level (200+).

Q5 · CROSS-PERSONA · GOVERNANCE

Under the EU AI Act, an LLM-based resume screener used in EU hiring is classified as:

- (a) Minimal risk — no obligations.
- (b) Limited risk — transparency obligations only.
- (c) High risk — full conformity assessment, registration, and human-oversight obligations apply.
- (d) Prohibited — cannot be deployed in the EU.

Q6 · P1 · INFLUENCE

A CFO asks you to defend a \$4M people-analytics platform investment. Strongest single artefact to lead with:

- (a) Full vendor benchmark deck.
- (b) A one-page narrative linking the platform to a 2-year attrition-cost saving with confidence bounds.
- (c) Detailed RFP scoring matrix.
- (d) Customer testimonial slides.

Answer key

Q1 — b · Q2 — b · Q3 — a · Q4 — b · Q5 — c · Q6 — b

If you scored 5–6 of 6

You already think like a senior AI-HR practitioner. Pick the harder Persona 1 or Persona 4 path — the capstone defence will be where the differentiation actually shows up.

If you scored 3–4 of 6

Foundations are solid; you have governance and edge-case gaps. The 90-day program is well-paced for you — most candidates in this band land at 90%+ on the real exam.

 50% OFF · LAUNCH WINDOW

Half off your CGAIHLD certification this launch window

The certification covering all four pathways in this playbook — at half off, applied at enrolment in the current launch window.

Pre-Enrolment Checklist · Printable

Tear this page out (or print it). Run through this before you enrol. Every box you can tick raises your odds of finishing the 90 days on time and landing the role you want after.

Persona decision

- ✓ You've walked the 4-question decision tree on page 3 and picked **one** persona.
- ✓ You've read the **capstone artefacts** for your persona and they sound interesting (not torturous).
- ✓ You've checked the **target employer list** and at least three companies are realistic targets in your geography.
- ✓ You know your **fallback persona** if you decide to switch in Week 4.

Calendar & cadence

- ✓ You can put aside **6–8 hours per week** for 90 days without significant work disruption.
- ✓ You can put aside one **Saturday block (3–4 hrs)** for the live cohort session.
- ✓ You've blocked **two weeks at the end** for capstone build and defence.
- ✓ Your line manager knows you're doing this — or you've decided it stays off the radar.

Workspace & tooling

- ✓ You have a personal workspace with internet you control (not just a locked-down employer device).
- ✓ You have access to at least one commercial LLM API (OpenAI / Anthropic / Google).
- ✓ For Pathway 4 (Analytics): basic Python + one BI tool installed and working.
- ✓ For Pathway 2 (TA): one bias-audit library (fairlearn or AIF360) installed.

Career positioning

- ✓ Your resume mentions "**AI in HR**" or your pathway-specific term in the top three lines.
- ✓ Your LinkedIn headline matches the **pathway title** you've picked.
- ✓ You have at least **one work-product** you can show today, even before CGAIHLD.
- ✓ You've identified the **3–5 employers** you'll target in the 90 days *after* the credential.

Don't try to do all four personas. Pick one. Switch by Week 4 if it really isn't right. After Week 4, stick.

Glossary & About This Playbook

Glossary

- **CGAIHLD:** Certified Generative AI for Human Leadership & Development — the GSDC vendor-neutral AI-HR credential covered in this playbook.
- **Persona:** A career destination from CGAIHLD. Four are defined: AI-Augmented HRBP, AI TA Lead, AI L&D / Skills Architect, AI Workforce Analytics Mgr.
- **Capstone defence:** A 30-minute live evaluation where you walk an evaluator through your 3 chosen artefacts and answer questions on trade-offs and failure modes.
- **Adverse-impact ratio:** The selection rate of one group divided by the selection rate of the reference group. Below 0.8 fails the "four-fifths rule."
- **Skills taxonomy:** A structured catalogue of skills with adjacency relationships, used to power mobility scoring and personalised learning.
- **Mobility scoring:** A ranked recommendation of internal roles per employee, based on skill overlap and adjacency.
- **Pay band:** The 25th–75th percentile range of total compensation for a role at a given level and geography.
- **Total comp:** Base salary + target bonus + equity at vest, normalised to 4-year vest schedule.

About the Global Skill Development Council

GSDC is a global, independent skill-certification body building worldwide credentials for the future of work. The CGAIHLD program is part of GSDC's portfolio of AI-era professional certifications — designed with practitioners, validated by mentors actively working in the field, and trusted by 2,50,000+ certified professionals across 45+ countries.

Verifying your credential

Once you complete the capstone defence and the assessment, your CGAIHLD credential is issued with a unique verification ID. Recruiters and hiring managers can verify the credential directly on the GSDC registry — no third-party validation needed.

 OFFER VALID IN 48 HOURS

Final 48-hour window on this enrolment cycle

The cohort that finishes inside this enrolment cycle locks in within 48 hours. Past that, your seat moves to the next cycle.

[Confirm My Seat in 48 Hours →](#)

The 4-Persona Playbook · On One Page

The 4 personas (pages 2, 4, 6, 8, 10)

AI-Augmented HRBP · AI Talent Acquisition Lead · AI L&D / Skills Architect · AI Workforce Analytics Mgr. Same CGAIHLD certification, four distinct career destinations. Pick one before you start — switching after Week 4 costs time.

Per-persona salary bands (page 2)

Mid-career USA tier-1 midpoint: HRBP \$155K · TA \$165K · L&D \$145K · Analytics \$178K. Senior bands clear \$200K across all four pathways; Analytics tops \$245K.

How to pick (page 3)

4-question decision tree. Strongest work signal → enjoy data or people leaders → higher-leverage next move → analytics-depth willingness. Most candidates land in one persona by Q2.

Per-persona capstone artefacts (pages 5, 7, 9, 11)

Three deliverables per persona. HRBP: Attrition Model + Boardroom One-Pager + Coaching Scripts. TA: Bias Auditor + Interview Intel + Skills Taxonomy. L&D: Skills Taxonomy + Learning Paths + L&D Governance. Analytics: Attrition Model + Engagement Dashboard + Workforce Scenario.

Per-persona target employers (pages 5, 7, 9, 11)

~10 employer categories per persona. Total ~35 distinct employer categories across the four. Pick 3–5 in your geography to target in the 90 days after the credential.

The 12-module syllabus & mapping (pages 12, 13, 14)

Same 12 modules, every persona. Depth shifts: 5 modules Heavy or Core for HRBP, 4 for TA, 4 for L&D, 5 for Analytics. The capstone in Module 12 is where the persona diverges.

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