

6-FRAMEWORK FIELD GUIDE

CGAIHLD CERTIFICATION

PRINTABLE PDF

The full 6-framework field guide.

The matrix in print. Per-framework usage notes. The 6-layer stack diagram. Plus the 12-module CGAIHLD syllabus and capstone selection guide.

6

FRAMEWORKS

22

LBD LABS

2.5L+

CERTIFIED PROS

Inside the toolkit:

6 frameworks compared on 8 dimensions

6-layer stack diagram (printable)

NIST RMF + EU AI Act HR mapping

12 module syllabi · verbatim

22 Learn-by-Doing labs catalog

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

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

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

The 6 AI-in-HR Frameworks · At a Glance

Six frameworks dominate AI-in-HR practitioner work in 2026. Each has a different author, scope, and use-case. You don't pick one — you stack them. This page is the one-line introduction; the deep notes follow on pages 4–5.

1

NIST AI RMF

OWNER · NIST (USA) · TYPE · RISK MANAGEMENT FRAMEWORK · BEST FOR · GOVERNANCE, CHRO

The U.S. NIST AI Risk Management Framework — **voluntary but widely adopted** — defines the Govern / Map / Measure / Manage functions for AI risk across the lifecycle. The single most-referenced risk framework in U.S. enterprise HR programmes. Especially relevant for attrition models, screening, and engagement tooling.

2

EU AI Act

OWNER · EUROPEAN UNION · TYPE · REGULATION (BINDING) · BEST FOR · COMPLIANCE, REGULATED HR

The world's first comprehensive AI regulation. Classifies AI systems into **risk tiers** — Minimal, Limited, High, Unacceptable. Most enterprise HR AI use-cases (hiring, performance, workforce management) sit in **High Risk**, with full conformity-assessment, registration, and human-oversight obligations. Not optional in EU markets.

3

ISO/IEC 42001

OWNER · ISO/IEC · TYPE · MANAGEMENT-SYSTEM STANDARD · BEST FOR · CERTIFICATION, REGULATED FIRMS

The international management-system standard for AI — **certifiable**, the way ISO/IEC 27001 is for information security. Defines what an AI Management System (AIMS) must contain. Use when you need third-party certification or are operating in EU-regulated markets.

4

OECD AI Principles

OWNER · OECD · TYPE · GLOBAL ETHICS BASELINE · BEST FOR · MULTINATIONAL POLICY, ETHICS

The OECD's five values-based principles for trustworthy AI — **inclusive growth, human-centred values, transparency, robustness, accountability**. Adopted by 40+ countries; the de-facto baseline for global ethics charters in multinational HR programmes. Pairs cleanly with NIST RMF.

5

AIHR HR Competency Framework

OWNER · AIHR · TYPE · PROFESSION-SPECIFIC COMPETENCY MODEL · BEST FOR · HR UPSKILLING, ROLE DESIGN

The HR-profession competency model that incorporates AI-era capabilities — **data literacy, digital integration, people advocacy, business acumen**. Use when designing AI-augmented role specs, capability programmes for an HR function, or individual career plans for HR professionals.

6

GSDC AI-HR Operating Model

OWNER · GSDC · TYPE · PRACTITIONER OPERATING MODEL · BEST FOR · IMPLEMENTATION

The 8-Dimension Matrix (Printable)

All six frameworks compared on eight HR-practitioner-relevant dimensions. Tear this page out — it's the single-page reference you'll keep on your desk.

Framework	1 · Scope	2 · Layer	3 · HR Audience	4 · Format	5 · Binding	6 · Certifiable	7 · Regulator Weight	8 · Effort
NIST AI RMF	AI risk lifecycle	Enterprise risk	CHRO, governance lead	Functions + categories	No (voluntary)	No	High	Med
EU AI Act	AI regulation (HR = High Risk)	Compliance / regulatory	Compliance, GC, CHRO	Regulation + obligations	Yes (EU)	No	Highest	High
ISO/IEC 42001	AI management system	Enterprise / org	Compliance, audit	Clauses + Annexes	No (voluntary)	Yes	High	High
OECD AI Principles	Trustworthy-AI ethics baseline	Strategic / ethics	Policy, CHRO, ethics committee	5 values + 5 recommendations	No	No	Med	Low
AIHR HR Competency	HR profession competency model	Role / capability	L&D, talent, HR leaders	Domains + competency tiers	No	No	Low	Low
GSDC AI-HR Operating Model	Practitioner operating model	Operational / daily HRBP	HRBPs, HR Managers	Operating model + playbooks	No	Indirect *	Low	Low

* GSDC's operating model is taught and assessed through the CGAIHLD credential — adoption is signalled by the credential itself, not by audit-certifying the model.

How to read each dimension

- **Scope** · what the framework actually covers, in one phrase.
- **Layer** · which layer of the stack on page 6 it primarily addresses.
- **HR Audience** · who should keep it on their desk day to day.
- **Format** · is it a list, a regulation, a management system, an operating model?
- **Binding** · is it law in some jurisdiction or fully voluntary?
- **Certifiable** · can a third party certify your organisation against it?
- **Regulator weight** · how heavily auditors and regulators reference it in HR contexts in 2026.
- **Effort** · rough first-deployment effort for a mid-sized HR function.

Per-Framework Usage Notes (1 of 2)

Frameworks 1–3 — the governance and regulation triad. For each: when to use it, when not to, and the one mistake HR teams most often make.

FRAMEWORK 1 · NIST AI RMF

Use it as the spine of your HR AI governance programme

Use when: building an enterprise HR-AI governance programme from scratch, briefing the board, or aligning with a U.S. regulator's expectations. **Don't use when:** you need certifiable evidence — NIST is voluntary, not certifiable. Pair with ISO 42001 if you need an external badge. **Common mistake in HR:** writing a policy that quotes Govern/Map/Measure/Manage as labels without operationalising them. Each function needs concrete HR owners (typically the CHRO for Govern, the People Analytics lead for Measure), evidence, and a quarterly review cadence — or the framework adds zero protection.

FRAMEWORK 2 · EU AI ACT

Treat every HR AI use-case as High Risk by default

Use when: your enterprise hires, employs, or evaluates anyone in the EU — directly or through an entity that does. **Don't use when:** you assume "we're a US company, doesn't apply" — extraterritoriality applies to anyone with EU operations. **Common mistake in HR:** underclassifying HR systems. **Hiring, performance evaluation, task allocation, promotion, termination, and workforce monitoring AI all sit in the High Risk tier** — full conformity assessment, human oversight, registration, and post-market monitoring. If in doubt, classify as High Risk and downclassify only with legal sign-off.

FRAMEWORK 3 · ISO/IEC 42001

Use it when you need a certifiable HR AI Management System

Use when: you operate in EU-regulated markets, supply enterprise customers who demand certification, or are aligning with a global compliance posture alongside ISO 27001. **Don't use when:** the underlying risk-management work isn't real — ISO 42001 audits the *system*; if the system is paper-only, you fail the audit. **Common mistake in HR:** trying to certify before completing the AI impact assessments per HR use-case. Land NIST AI RMF first; layer ISO on top after at least one quarter of operating evidence.

Frameworks 1–3 are the governance triad — risk lifecycle, regulation, and certifiable system. None alone is enough for a regulated HR function; together they're 80% of the practical coverage.

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Master all 6 HR frameworks with CGAIHLD

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

[Reserve Your Seat →](#)

Per-Framework Usage Notes (2 of 2)

Frameworks 4–6 — the ethics-and-operating layer. These are the frameworks the HRBP touches day-to-day, more than the governance triad.

FRAMEWORK 4 · OECD AI PRINCIPLES

Use it as your multinational ethics baseline

Use when: drafting an enterprise AI ethics charter, briefing global leadership, or aligning ethics language across regional HR teams. **Don't use when:** you need operational controls — OECD principles are values-level, not control-level. Pair with NIST RMF for the control library. **Common mistake in HR:** publishing the 5 principles in a policy and treating that as "done." Without the underlying NIST controls, the OECD language is decorative. Use OECD for the why; use NIST for the what; use the GSDC operating model for the how.

FRAMEWORK 5 · AIHR HR COMPETENCY FRAMEWORK

Use it to redesign your HR roles for the AI era

Use when: redesigning HR role specs, building capability programmes for your HR function, or guiding individual HR career conversations into AI-era work. **Don't use when:** you need a governance or risk-control framework — AIHR is a competency model for HR people, not a controls library. **Common mistake in HR:** treating it as a static checklist. AIHR's strength is sequencing — which competency precedes which — and that sequencing is how you build an HR-capability programme over 18–24 months, not a single quarter.

FRAMEWORK 6 · GSDC AI-HR OPERATING MODEL

Use it as the "what to do tomorrow morning" layer

Use when: you've adopted NIST RMF + EU AI Act + ISO 42001 at the policy level and need to translate them into HRBP daily practice. **Don't use when:** you don't have an underlying governance layer — the operating model assumes one exists. **Common mistake in HR:** adopting the operating model without first running an AI impact assessment per HR use-case. The operating model tells you *what to do*; the impact assessment tells you *which use-case to do it for*. Inverted order is the failure mode.

How the 6 fit together (in one paragraph)

OECD anchors the values. **NIST AI RMF** gives you the risk lifecycle. **EU AI Act** tells you which obligations are mandatory in regulated markets. **ISO/IEC 42001** turns the spine into a certifiable system. **AIHR** redesigns your HR people for the AI era. **GSDC's operating model** tells you what to do at 9am on Monday. You stack — you don't pick.

The 6-Layer Stack Diagram (Printable)

Every AI-in-HR programme sits on a 6-layer stack. Each layer has its primary framework. Print this page; it's the second desk reference, paired with the matrix on page 3.

6	<p>Layer 6 · Daily HRBP Practice</p> <p>What the HRBP does Monday morning — tool selection, evidence capture, manager handover, escalation triggers, capstone artefact reuse.</p> <p>Primary: GSDC AI-HR Operating Model · Supporting: AIHR Competency</p>
5	<p>Layer 5 · HR Capability & Role Design</p> <p>Role specs for AI-augmented HR roles, individual HR career plans, capability programmes for the HR function itself.</p> <p>Primary: AIHR HR Competency Framework · Supporting: GSDC Operating Model</p>
4	<p>Layer 4 · Certifiable AI Management System</p> <p>An auditable AIMS — AI impact assessments, model inventory, control library, evidence index, third-party assessments, certification cycle.</p> <p>Primary: ISO/IEC 42001 · Supporting: NIST AI RMF</p>
3	<p>Layer 3 · Risk Lifecycle Management</p> <p>Govern / Map / Measure / Manage. Risk taxonomy, control library, lifecycle gates, oversight committees, per-use-case impact assessments.</p> <p>Primary: NIST AI RMF · Supporting: ISO/IEC 42001</p>
2	<p>Layer 2 · Regulatory Compliance</p> <p>Per-jurisdiction obligations. In the EU: classification, conformity assessment, registration, human oversight, post-market monitoring.</p> <p>Primary: EU AI Act · Supporting: NYC LL 144, state-level US</p>
1	<p>Layer 1 · Values & Ethics Baseline</p> <p>The "why" — inclusive growth, human-centred values, transparency, robustness, accountability. The phrasing your CHRO uses with the board.</p> <p>Primary: OECD AI Principles · Supporting: UNESCO Recommendation</p>

How to read the stack

- **Layers 1–2** are strategic — what your organisation stands for and what's legally required.
- **Layers 3–4** are structural — the risk lifecycle and the management system that audits it.
- **Layers 5–6** are operational — the HR people and their daily practice.
- Most HR functions **start at Layer 3** (NIST AI RMF) and Layer 6 (daily HRBP practice) — the two highest-leverage entry points.

NIST RMF + EU AI Act · HR Use-Case Mapping

A single table mapping the eight most common HR-AI use-cases to their NIST AI RMF functions and EU AI Act risk classification. This is the table your CHRO needs before signing off any new AI-in-HR tool.

HR Use-Case	NIST RMF Functions	EU AI Act Risk Tier	Highest-Leverage Control
Resume screening & ranking	Govern · Map · Measure · Manage	High Risk	Adverse-impact testing per quarter
Interview intelligence (scoring)	Govern · Map · Measure · Manage	High Risk	Inter-rater reliability vs human
Performance evaluation AI	Govern · Map · Measure · Manage	High Risk	Manager override + audit log
Promotion / succession AI	Govern · Map · Measure · Manage	High Risk	Per-segment model performance
Workforce monitoring AI	Govern · Map · Measure · Manage	High Risk	Aggregation rule (≥8 employees)
Attrition-risk prediction	Govern · Map · Measure	High Risk *	SHAP-style explanations + retraining
Engagement-signal dashboards	Govern · Map · Measure	Limited Risk **	Aggregation + transparency notice
Learning-path recommendations	Govern · Map	Limited Risk	Learner override + opt-out
HR helpdesk chatbots	Govern · Map	Minimal Risk	Source of truth + escalation path
Coaching-script generation	Govern · Map	Minimal Risk	Manager review before sending

* Attrition prediction is High Risk when used to inform retention spend or role decisions, not just for analytics observation. ** Engagement dashboards become High Risk if used to inform individual termination decisions; the Limited-Risk classification assumes aggregate-only use.

How to use this table

- **If you have a new HR-AI tool:** find the closest use-case row, classify the EU AI Act risk tier, and confirm you have the highest-leverage control in place before launch.
- **If you have an existing tool you didn't classify:** assume High Risk by default for all hiring, performance, promotion, and monitoring use-cases. Downclassify only with legal sign-off.
- **If you operate across jurisdictions:** the EU column is the conservative baseline. NYC LL 144, California ADMT, and emerging state-level US obligations broadly track the same classification.

How to Combine the Frameworks · 4 Patterns

Different HR-function maturity levels need different stacks. These four patterns cover ~90% of HR teams. Pick the closest match and adapt at the edges.

PATTERN A · STARTUP / SCALE-UP HR

OECD + GSDC Operating Model + AIHR

You are: Series B–E HR team of 3–15, no compliance overhead, AI tooling already adopted by managers. **You need:** defensible ethics posture and a working operating model without slowing the business. **The minimum stack:** OECD as your one-page values charter, GSDC operating model for what HRBPs do daily, AIHR to redesign role specs as you hire. Defer ISO and full NIST until customers or regulators ask.

PATTERN B · F1000 ENTERPRISE NEW TO AI-IN-HR

NIST AI RMF + OECD + EU AI Act + GSDC Operating Model

You are: a Fortune 1000 firm beginning HR-AI adoption, with existing risk and compliance functions. **You need:** a defensible governance posture and an operating model that doesn't break HRBP velocity. **The minimum stack:** NIST AI RMF as the enterprise spine, OECD as the ethics baseline, EU AI Act compliance if you have EU operations, GSDC operating model for the practitioner layer. Add ISO in Year 2.

PATTERN C · REGULATED ENTERPRISE

ISO/IEC 42001 + NIST + EU AI Act + OECD + GSDC Operating Model

You are: banking, pharma, insurance, healthcare, public sector, or any EU-presence enterprise. **You need:** certifiable controls, regulator-defensible governance, and an HRBP operating model. **The minimum stack:** all five governance frameworks. ISO 42001 for the external badge, NIST as the operating spine, EU AI Act for the binding obligations, OECD for the values layer, GSDC for the operational layer. AIHR for the capability programme.

PATTERN D · HR-TECH VENDOR

EU AI Act + ISO/IEC 42001 + NIST + GSDC Operating Model

You are: an HR-tech or AI-HR-tools vendor selling into enterprise customers. **You need:** regulator-grade compliance plus credibility with enterprise procurement. **The minimum stack:** EU AI Act as the binding floor (your customers will fail audit without it), ISO 42001 as the badge enterprise buyers ask for, NIST as the operating spine, GSDC operating model for go-to-market positioning with the HRBP buyer persona.

What ties all four together: none of the patterns skips NIST AI RMF or the GSDC operating model. NIST is the universal risk-management entry point for HR; the GSDC operating model is the universal practitioner layer. Beyond that, your industry and compliance posture decide which of the other frameworks join.

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Half-off enrolment on the CGAIHLD cohort

The certification behind every framework in this field guide — at half off the standard rate. Launch pricing window

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

The complete CGAIHLD syllabus. Each framework above is taught inside specific modules; the mapping is on page 11.

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.

Modules 1–6 establish the foundations and ship the practitioner-side artefacts. The frameworks appear in context — primarily as references for vendor evaluation, bias-audit rigour, and analytics governance.

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

Experience, strategy, governance, and the capstone. This is where the 6 frameworks become operational for the HR practitioner.

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

NIST AI RMF, EU AI Act, ISO 42001, OECD, NYC LL 144 — governance models, fairness metrics, adverse-impact testing, 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 3 artefacts, defend in front of an evaluator, earn the CGAIHLD credential. Three standard capstone picks tied to the framework stack.

Module 9 is the framework-heavy module — covers NIST AI RMF, EU AI Act, ISO 42001, OECD principles, and the GSDC operating model in depth. Module 1 introduces the AIHR competency framework as the role-design baseline.

 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 field guide.

[Enrol Within 48 Hours →](#)

Module-to-Framework Mapping

Which CGAIHLD module covers which framework, at what depth. Use this to plan your study path if you're prioritising a specific framework.

Module	NIST RMF	EU AI Act	ISO 42001	OECD	AIHR	GSDC OM
M01 · HRBP Mandate	Intro	Intro	Intro	Med	Core	Core
M02 · Foundations	Intro	Intro	—	Intro	—	Med
M03 · Talent Acquisition	Med	Heavy	—	Med	—	Heavy
M04 · Skills-Based Learning	—	Med	—	—	Heavy	Heavy
M05 · Performance & OKRs	Med	Heavy	—	—	Med	Heavy
M06 · People Analytics	Heavy	Heavy	—	—	—	Heavy
M07 · EX & Sentiment	Med	Med	—	Med	—	Heavy
M08 · Comp & WF Planning	Med	Med	Med	—	—	Heavy
M09 · DE&I, Ethics & Responsibility	Core	Core	Core	Core	—	Heavy
M10 · HRBP Influence	Med	Med	—	—	Med	Heavy
M11 · Change at Velocity	—	—	—	—	Med	Core
M12 · Capstone	Defend	Defend	Defend	Defend	Defend	Defend

How to read this

- **Core** · the framework is the primary teaching target of that module.
- **Heavy** · the framework is a primary supporting reference, covered in depth.
- **Med** · the framework appears in context with working knowledge expected.
- **Intro** · introductory coverage only; foundations established for later modules.
- **Defend** · the framework features in your capstone evidence.

Maximum framework breadth in least time: Modules 1, 6, 9, 11. These four modules cover all 6 frameworks at Med or higher.

Capstone Selection Guide · Pick 3 Tied to the Framework Stack

The CGAIHLD capstone asks you to defend 3 artefacts. Pick by which framework layer you most want to demonstrate. Four standard combinations cover ~85% of candidate situations.

PICK A · LAYER 6 · DAILY HRBP PRACTICE

Boardroom One-Pager + Coaching Scripts + Attrition Model

The classic HRBP triangle — **one analytics artefact, one influence artefact, one manager-enablement artefact**. Best for HR Managers and HRBPs moving into senior advisory roles. The boardroom one-pager is the single most-asked-about artefact in interviews.

PICK B · LAYER 3 · RISK LIFECYCLE

AI Governance Memo + Bias Audit + Attrition Model (with model card)

The governance-track portfolio — **NIST AI RMF translation, bias audit with adverse-impact metrics, defensible model card**. Best for HR leaders moving into AI governance, ethics, or risk-officer roles. The model card is what an EU AI Act auditor asks for.

PICK C · LAYER 4 · CERTIFIABLE SYSTEM

AI Governance Memo + ISO 42001 Readiness Pack + EU AI Act Risk Classification

The certification-ready portfolio — full **ISO 42001 readiness assessment, EU AI Act risk-tier classification for 8 HR use-cases**, integrated policy memo. Best for HR leaders at regulated enterprises preparing for a real audit or certification cycle.

PICK D · LAYER 5 · CAPABILITY DESIGN

Skills Taxonomy + Learning Paths + Workforce Scenario Model

The capability-architect portfolio — **AIHR-aligned skills taxonomy, AI-generated learning paths, workforce scenario modelling**. Best for L&D leaders, internal mobility heads, and Workforce Planning roles. The skills taxonomy is the highest-leverage L&D capability artefact.

How to pick

- **Match to your current work signal.** If you spent the last 6 months on hiring, pick the artefact set that covers it.
- **Match to your next role's interview loop.** CHRO-track loops favour Pick C. HRBP loops favour Pick A. Analytics-track loops favour Pick B.
- **Cover at least two framework layers.** Three artefacts all at the governance layer looks one-dimensional. A mix across layers shows range.
- **Don't pick what you can already do.** The capstone is your chance to add a capability you don't already have on your resume.

 NEXT COHORT STARTING SOON

Join the next CGAIHLD cohort with this guide in hand

22 Learn-by-Doing Labs · Catalog (1–11)

Each lab is a time-boxed, evaluator-reviewed exercise tied to one or more frameworks. You finish each lab with an artefact you can show in interviews or use on the job.

01 Hiring Funnel Audit with AI	02 AI Job-Description Rewrite Pipeline
03 Resume-Screening Bias Tester	04 Interview-Intelligence Setup
05 Candidate Experience NLP Survey	06 Skills-Graph Mini-Build
07 Personalised Learning Path	08 AI-Generated L&D Content Sprint
09 Internal-Mobility Scoring Model	10 Attrition-Risk Prediction Lab
11 Engagement-Signal Dashboard	

How a lab is structured

- A **2–4 hour** time-box with a clear deliverable — not a long passive course.
- A guided **prompt + dataset + tool stack** so you can copy the workflow into your job.
- **Evaluator review** on output quality plus written feedback to apply on the next lab.
- A reusable **portfolio artefact**: dashboard, model card, audit memo, or playbook.

Framework tie-ins for Labs 1–11

- Labs 1–5 tie heavily to **EU AI Act + NIST AI RMF** (hiring and screening are High Risk).
- Labs 6–9 tie heavily to **AIHR + GSDC Operating Model** (skills-and-mobility capability work).
- Labs 10–11 tie heavily to **NIST AI RMF Measure function** (model performance, drift, segments).

22 Learn-by-Doing Labs · Catalog (12–22)

The second half of the labs catalog focuses on sentiment, governance, change, and the capstone artefact set.

12 Sentiment Listening Pipeline	13 Pay-Equity Audit with AI
14 Workforce Scenario Model	15 Adverse-Impact Bias Audit
16 AI-Governance Memo for HR	17 Boardroom People Narrative
18 Change-at-Velocity Playbook	19 Manager Coaching-Script Lab
20 Vendor & Risk Evaluation Lab	21 AI-HR Strategy One-Pager
22 Capstone Build & Defence	

Framework tie-ins for Labs 12–22

- Labs 13, 15 tie heavily to **EU AI Act + NIST** (adverse-impact, pay-equity audit).
- Lab 16 covers all governance frameworks — **NIST + EU AI Act + ISO 42001 + OECD**.
- Lab 20 covers **ISO 42001 vendor-governance** requirements specifically.
- Labs 17, 21 are **GSDC Operating Model** influence artefacts.
- Labs 18, 19 are **AIHR competency + GSDC operating model** change artefacts.

Minimum-viable lab portfolio

If you're tight on time, the six labs that together touch all six frameworks at defensible depth: **Lab 3** (bias tester), **Lab 10** (attrition model), **Lab 11** (engagement dashboard), **Lab 16** (governance memo), **Lab 17** (boardroom narrative), **Lab 22** (capstone). This is the lab set most candidates ship to interviews.

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Framework enrolment window — closing soon

A single CGAIHLD enrolment covers all 22 labs and the full six-framework stack. The current launch enrolment window closes soon.

[Apply Now →](#)

Quick Reference · The HRBP Cheat Sheet

A one-page lookup for the HRBP who needs the right framework right now. Match the situation on the left to the framework on the right.

When you're doing this...	...reach for this framework
Briefing the board on AI risk posture	NIST AI RMF + OECD (for values language)
Drafting your enterprise AI ethics charter	OECD AI Principles
Reviewing a new HR-AI vendor proposal	EU AI Act risk tier + ISO 42001 vendor clauses
Justifying spend on AI bias auditing	EU AI Act conformity-assessment obligations
Designing a new AI-augmented HR role	AIHR HR Competency Framework
Writing the HRBP weekly playbook	GSDC AI-HR Operating Model
Preparing for an external audit	ISO/IEC 42001 (Annex controls)
Building an attrition model and a model card	NIST AI RMF (Measure function)
Briefing an EU regulator on HR AI tooling	EU AI Act + ISO 42001 evidence index
Onboarding a new HRBP onto AI tooling	AIHR Competency + GSDC Operating Model
Defending an internal mobility scoring tool	NIST + EU AI Act (High Risk classification)
Drafting an AI policy in 4 weeks	NIST AI RMF as spine, OECD as preamble

The "if you only remember one thing" version

- **EU AI Act** tells you what's legally required (especially in HR — most use-cases are High Risk).
- **NIST AI RMF** tells you how to manage AI risk across the lifecycle.
- **ISO/IEC 42001** turns the system into a certifiable asset.
- **OECD AI Principles** give you the values language for the board.
- **AIHR competency framework** redesigns your HR people for the AI era.
- **GSDC AI-HR Operating Model** tells you what to do at 9am on Monday.

"Frameworks aren't a checklist — they're a stack. The HRBP who reaches for the right one in the right moment wins."

FAQs · Honest Answers Before You Enrol

Do I need to memorise all 6 frameworks?

No. You need **working fluency in the structure** of all 6, deep operating proficiency in 2–3 (typically NIST + EU AI Act + GSDC operating model for most HRBPs), and the ability to pick the right one for a given situation. The exam tests structural understanding; the capstone tests applied skill.

Will the frameworks change before I finish?

The EU AI Act is in active implementation through 2026–27 — guidance keeps emerging. NIST AI RMF is on its second major version with quarterly profile additions. ISO 42001 is stable. AIHR refreshes its competency model on a 12–18 month cycle. The certification teaches structural knowledge that survives version bumps; lab content tracks the latest published version at cohort start.

How is this different from a generic AI ethics course?

Generic AI ethics courses cover values and principles. This field guide and CGAIHLD cover **the operational layer** — what controls go in your AIMS, which EU AI Act tier your tool sits in, how to write the model card, how to brief your board. Less theory, more practitioner-grade artefacts.

What if my employer doesn't recognise CGAIHLD?

CGAIHLD is a vendor-neutral GSDC credential, recognised across global enterprise HR and Big-4 advisory. The capstone defence is what hiring managers ask about most — more than the badge. Some employers ask for the artefacts to be rebuilt in-house using internal data; that's normally easy because the program teaches the method, not just the output.

Can I take this without a technical background?

Yes. The program is calibrated for HR practitioners who direct vendors, not engineers who build them. Labs that touch code (attrition model, mobility scorer) ship a scaffold notebook; you fill in parameters and read the outputs. No prior Python or SQL is required.

What's the time commitment per week?

Plan for 6–8 hours per week — about an hour a day on weekdays plus a Saturday cohort session. The cadence is designed to be sustainable around a full-time HR role.

 50% OFF · LAUNCH WINDOW

Half off your CGAIHLD certification this launch window

The certification covering all six frameworks in this field guide — at half off, applied at enrolment in the current launch window.

[Get 50% Off Now →](#)

Printable Framework Selector

Tear this page out (or print it). Run through the questions below before you adopt a new framework. Five minutes here saves six months of policy rework.

Q1 · What's your enterprise's compliance footprint?

- **EU presence (direct or via supply chain):** EU AI Act is non-negotiable. Start there.
- **U.S. federal contractor / regulated industry:** NIST AI RMF is the de-facto baseline.
- **Multinational + customer-facing audits:** ISO/IEC 42001 belongs in the stack.
- **None of the above:** Start with OECD + NIST RMF; add others only when you need them.

Q2 · What's your HR function's maturity?

- **Just adopting AI:** OECD values charter + GSDC operating model. Defer governance overhead.
- **Live AI in HR with no governance:** NIST AI RMF as the spine, urgently. Within 60 days.
- **Mature HR-AI governance, no certification:** Add ISO 42001 if customers or regulators are asking.
- **Fully regulated, audited annually:** All six frameworks in your stack; refine vendor-governance evidence.

Q3 · What's your role in the HR function?

- **HR Manager / HRBP:** GSDC operating model + AIHR competency. The other four are read-and-cite.
- **People Analytics / HRIS lead:** NIST AI RMF + EU AI Act. The others are situational.
- **HR Compliance / Risk:** EU AI Act + ISO 42001 deep. NIST as the bridge.
- **CHRO / Head of People:** All six at "structural fluency" level. Operate two at depth.

Q4 · What's the artefact you owe in the next 30 days?

- **Board paper on AI risk:** NIST AI RMF + OECD principles + EU AI Act exposure summary.
- **Vendor review for a hiring tool:** EU AI Act risk tier + ISO 42001 vendor clauses.
- **Bias-audit report:** NIST Measure function + adverse-impact methodology.
- **HRBP playbook for managers:** GSDC operating model + AIHR competency framework.
- **Internal AI policy v1:** NIST AI RMF as spine, OECD as preamble.

Q5 · Have you completed a capstone-grade artefact yet?

- **No:** Build one before you adopt the framework. The framework without the artefact is a paper exercise.
- **One, in a single area:** Use this field guide to plan the next two artefacts covering different layers.
- **Three or more, across layers:** You're in the top quartile of practitioners. The next move is certification.

Glossary & About This Field Guide

Glossary

- **CGAIHLD:** Certified Generative AI for Human Leadership & Development — the GSDC vendor-neutral AI-HR credential.
- **NIST AI RMF:** The U.S. NIST AI Risk Management Framework, with four functions: Govern, Map, Measure, Manage.
- **EU AI Act:** The European Union's risk-tiered regulation of AI systems. HR use-cases including hiring, performance, and workforce management are classified as High Risk.
- **ISO/IEC 42001:** The international standard for an AI Management System (AIMS) — certifiable, like ISO 27001.
- **OECD AI Principles:** The five values-based principles for trustworthy AI adopted by 40+ countries.
- **AIHR Competency Framework:** The HR-profession competency model that incorporates AI-era capabilities.
- **GSDC AI-HR Operating Model:** The practitioner operating model bundled with CGAIHLD — what HRBPs do day-to-day.
- **AIMS:** AI Management System — the structured governance system that ISO 42001 audits.
- **High Risk (EU AI Act):** AI systems used in employment, education, critical infrastructure, and a few other domains — full conformity-assessment obligations apply.
- **Adverse-impact ratio:** The selection rate of one group divided by the reference group. Below 0.8 fails the "four-fifths rule."

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 assessment and capstone defence, 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 6-Framework Field Guide · On One Page

The 6 frameworks (pages 2, 4, 5)

NIST AI RMF · EU AI Act · ISO/IEC 42001 · OECD AI Principles · AIHR HR Competency · GSDC AI-HR Operating Model. Stack them, don't pick.

The 8-dimension matrix (page 3)

Scope · Layer · HR Audience · Format · Binding · Certifiable · Regulator Weight · Effort. Single-page desk reference.

The 6-layer stack (page 6)

Values & Ethics → Regulatory → Risk Lifecycle → AIMS → Capability → Daily Practice. Every framework lives at a primary layer with supporting roles elsewhere.

NIST + EU AI Act HR mapping (page 7)

10 HR use-cases classified by EU AI Act risk tier and mapped to NIST RMF functions. Hiring, performance, promotion, and workforce monitoring are all High Risk by default.

The 4 combination patterns (page 8)

Startup/Scale-up · F1000 New to AI · Regulated Enterprise · HR-Tech Vendor. Pick the closest match.

How CGAIHLD fits (pages 9–11)

12 modules · 22 labs · capstone defence on 3 artefacts. Module 9 is the framework-heavy module covering all 6 in depth. Maximum framework breadth in least time: M1, M6, M9, M11.

Capstone picks (page 12)

Pick A (Daily HRBP) · Pick B (Risk Lifecycle) · Pick C (Certifiable System) · Pick D (Capability Design). Match the pick to the framework layer you most want to demonstrate.

 FINAL CALL · 50% OFF

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You've read the entire field guide. The launch window closes soon — applies once per candidate, ends with this enrolment cycle.

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