

90-DAY PLAYBOOK

CGAIHLD CERTIFICATION

PRINTABLE PDF

Priya's full 12-week playbook.

The complete 90-day CGAIHLD playbook as a printable PDF. Capstone selection guide, week-by-week study plan, the comparison table, and the 12-module syllabus.

12

WEEKS

22

LBD LABS

2.5L+

CERTIFIED PROS

Inside the playbook

90-day study plan (week-by-week)

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Program: HR Manager to AI-Powered HRBP | **Format:** CGAIHLD Certification | **Duration:** 90 Days

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

90-Day Study Plan · Phase 1 (Weeks 1–4)

Phase 1 — **Foundation**. You'll move from traditional HR thinking to AI-augmented HRBP fundamentals. Daily commitment: 60–75 minutes.

WEEK 01 · FOUNDATIONS

Why AI-Powered HRBP — and why now

Map the shift from HR Manager → strategic HRBP. Read the CGAIHLD framework, complete the diagnostic self-assessment, and define your 90-day learning contract. **LBD Lab 1:** Personal HRBP Maturity Map.

WEEK 02 · AI LITERACY FOR HR

LLMs, prompts, and the HR use-case landscape

Learn how generative AI applies to talent, employee experience, and people analytics. Practice prompting for HR contexts. **LBD Labs 2 & 3:** Prompt Library for HR + AI Risk Register draft.

WEEK 03 · TALENT ACQUISITION WITH AI

Sourcing, screening, and bias-aware shortlisting

Reframe TA workflows around AI assistants — from JD writing to scorecards. Audit a current funnel for bias. **LBD Lab 4:** AI-augmented JD + scorecard for one open role.

WEEK 04 · PEOPLE ANALYTICS 101

From dashboards to decisions

Translate HR data into business-language insights. Learn the SCQA pattern, the 5-metric core, and how to use AI to draft analytics commentary. **LBD Labs 5 & 6:** Attrition driver tree + executive one-pager.

90-Day Study Plan · Phase 2 (Weeks 5–8)

Phase 2 — **Application.** You move from concepts to applied HRBP work. Each week ends with one production-grade deliverable you can show in interviews.

WEEK 05 · PERFORMANCE & OKRS

AI-assisted goal setting and review cycles

Design OKRs that align to business strategy. Use AI to write calibrated feedback at scale. **LBD Labs 7 & 8:** OKR cascade for a function + bias-checked review draft.

WEEK 06 · L&D REIMAGINED

Skills-based learning architecture

Replace generic L&D catalogues with role-specific skill paths. Build an AI-curated learning plan for a target persona. **LBD Labs 9 & 10:** Skills taxonomy + personalised L&D plan.

WEEK 07 · EMPLOYEE EXPERIENCE & SENTIMENT

Listening at scale without losing nuance

Run sentiment analysis on engagement survey verbatims. Convert findings into intervention plans. **LBD Labs 11 & 12:** Verbatim cluster map + intervention brief.

WEEK 08 · COMP, BENEFITS & WORKFORCE PLANNING

AI-supported scenario modelling

Model headcount and comp scenarios. Build a workforce plan with role-level skill gaps. **LBD Labs 13 & 14:** Scenario model + workforce gap report.

90-Day Study Plan · Phase 3 (Weeks 9–12)

Phase 3 — **Mastery & Capstone**. You consolidate everything into a portfolio-grade capstone that becomes your professional calling card.

WEEK 09 · DE&I, ETHICS & RESPONSIBLE AI IN HR

Governance for AI-powered HR practice

Build an AI-in-HR governance memo: vendor evals, bias testing, transparency. **LBD Labs 15 & 16:** Vendor scorecard + ethics review template.

WEEK 10 · HRBP INFLUENCE & STORYTELLING

Boardroom-ready people narratives

Convert analytics into 3-slide stories for the CEO. Practise stakeholder management plays. **LBD Labs 17 & 18:** 3-slide board story + stakeholder map.

WEEK 11 · CAPSTONE BUILD

Solve a real HRBP problem end-to-end

Apply the full toolkit to a chosen scenario — attrition, hiring, or transformation. **LBD Labs 19, 20 & 21:** Discovery doc + analysis pack + recommendation deck.

WEEK 12 · CAPSTONE DEFENCE & CERTIFICATION

Defend, certify, publish

Present the capstone, complete the CGAIHLD assessment, and publish your verified credential. **LBD Lab 22:** 90-second capstone walkthrough video.

LIMITED TIME OFFER

Lock in your CGAIHLD seat this week

Enrolment for the next CGAIHLD cohort is open — seats are deliberately limited to protect mentor:learner ratio.

[Reserve My Seat →](#)

Capstone Selection Guide for HR Roles

Pick the capstone path that mirrors the role you want next. Each path is structured, mentor-reviewed, and produces a public artefact you can show recruiters and hiring managers.

For Talent Acquisition Leads → AI-TA Manager

Project: Redesign a sourcing-to-offer funnel for one priority role. Deliverable: TA op-model document, AI-augmented JD library, and a 90-day rollout plan with bias guardrails.

For HR Generalists → AI-Powered HRBP

Project: Build a quarterly HRBP operating cadence — analytics review, talent review, manager enablement. Deliverable: HRBP playbook + 1 worked example for your real business unit.

For L&D Specialists → Skills-Based Learning Lead

Project: Convert a function's job architecture into a skills taxonomy and personalised learning paths. Deliverable: Skills graph + 3 persona-level L&D journeys.

For HR Analytics & Ops → People Analytics Manager

Project: Build an attrition early-warning model from internal data. Deliverable: Driver analysis, model card, retention intervention playbook.

For HR Managers → Head of People (next step)

Project: Author a 12-month People Strategy aligned to one business strategy doc. Deliverable: Strategy on a page + funding ask + capability roadmap.

For HRBPs in Transformation → Change & OD Lead

Project: Design the people side of a real transformation — restructure, M&A, or AI rollout. Deliverable: Change canvas, stakeholder map, comms calendar.

How to Pick the Right Capstone

Use the 3-question selector below. Most candidates land on their correct path inside 10 minutes.

Question 1 — What role do you want 12 months from now?

Write the exact title. Not "something senior in HR" — the literal title from a job board. This anchors every other decision.

Question 2 — Which artefact would have got you that role last time?

If you had walked into your last interview with one document, what would it have been? A workforce plan? A retention model? A skills map? That artefact is your capstone deliverable.

Question 3 — Do you have access to real data?

If yes, use it (anonymised). If no, choose the simulated dataset path — we provide 4 industry-grade synthetic datasets covering tech, BFSI, retail, and manufacturing HR contexts.

"The capstone isn't homework — it's the artefact that gets you the next role. Choose it the way a recruiter would."

Capstone success checklist

- ✓ Problem statement is one sentence, one business outcome.
- ✓ You can defend every assumption with data or stakeholder quotes.
- ✓ The recommendation slide could survive a CFO question.
- ✓ You used AI explicitly — and showed where you overrode it.
- ✓ Final artefact is publishable on LinkedIn the same day you defend.
- ✓ A mentor in your target role has reviewed it before submission.

Comparison Table — GSDC CGAIHLD vs SHRM, AIHR, Coursera

Most candidates compare 3–4 paths before committing 12 weeks. Here is how CGAIHLD stacks up against the most common alternatives.

Feature	GSDC CGAIHLD	SHRM	AIHR	Coursera
AI-in-HR focus	✓ Native, full curriculum	Partial add-on	✓ Strong	Course-by-course
Capstone with mentor defence	✓ Required	✗	Optional	✗
LBD labs	✓ 22 labs	Limited	~8 projects	Varies
Recognised credential	✓ Globally listed	✓	✓	✓
HRBP role-progression design	✓ Explicit	Generic HR	Skills-focused	General
Prompt library + AI toolkit	✓ Included	✗	Partial	✗
Mentor 1:1 hours	✓ Multi-touch	✗	Group only	✗
Job-aligned capstone	✓ Portfolio-grade	✗	Project	Course project
Built for working HR pros	✓	✓	✓	✓
Duration	90 days, structured	Self-paced exam	~3–9 months	Self-paced

How to read this table

The table isn't meant to rank programs — it's meant to expose which one matches your goal. If your goal is a recognised generalist credential, SHRM works. If your goal is to *move into* an AI-powered HRBP role with a portfolio artefact, CGAIHLD is purpose-built for that outcome.

Why CGAIHLD Wins for the HR-Manager-to-HRBP Transition

Three structural reasons the CGAIHLD path produces outsized career outcomes for HR managers moving into AI-powered HRBP roles.

1. The curriculum is reverse-engineered from the job description.

Every module maps to a competency that appears on real AI-Powered HRBP job descriptions across Fortune 500 companies, mid-market players, and high-growth Indian unicorns. You are not learning HR theory — you are learning the exact skills hiring managers ask about in the second round.

2. The capstone is the artefact, not the certificate.

Most certifications stop at a multiple-choice exam. CGAIHLD requires you to produce a portfolio-grade artefact you can hand to a hiring panel. That artefact is what closes interviews — the certificate is what gets you in the room.

3. Learning-by-Doing (LBD) creates retention that lectures can't.

22 hands-on labs across 90 days mean you've already *done* the work an AI-Powered HRBP does on day one. When the role asks for an attrition driver tree, you've built one. When it asks for an AI-augmented JD, you've shipped it.

"Recruiters don't hire knowledge. They hire evidence. CGAIHLD's design forces you to leave the program with evidence."

 50% OFF

Half-off enrolment on the CGAIHLD cohort

A flat 50% discount is live for new enrolments this window — applied automatically at checkout.

[Claim 50% Off →](#)

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

The complete CGAIHLD syllabus as it appears in the official program structure. Modules 1–6 cover Foundation and Talent.

MODULE 01

The AI-Powered HRBP Mandate

From HR Manager to strategic HRBP — operating model, competency map, and the case for AI augmentation in modern HR.

MODULE 02

AI Foundations for HR Practitioners

LLMs, prompts, embeddings, and where each fits in the HR stack. Build your first prompt library across 6 HR use-cases.

MODULE 03

AI-Augmented Talent Acquisition

Sourcing, JD writing, screening, structured interviews, and bias-aware shortlisting using AI assistants end-to-end.

MODULE 04

People Analytics & Decision Science

From metrics to narratives. Driver trees, executive summaries, and AI-drafted commentary that survives scrutiny.

MODULE 05

Performance, OKRs & Calibrated Feedback

Designing review cycles for the AI era — goal cascades, AI-assisted feedback writing, calibration playbooks.

MODULE 06

Skills-Based Learning & Development

Build a skills taxonomy, persona-level learning paths, and AI-curated journeys that replace static catalogues.

How each module is structured

Every module follows the same predictable rhythm: a concept video (18–22 min), one worked example, one hands-on LBD lab, reflection prompts, and a mentor checkpoint — so you can plan your week with confidence.

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

Modules 7–12 cover Experience, Strategy, Governance, and the Capstone. This is where HR Managers visibly become AI-Powered HRBPs.

MODULE 07

Employee Experience & Sentiment at Scale

Listening systems, verbatim analysis, sentiment clustering, and intervention design driven by real signals.

MODULE 08

Compensation, Benefits & Workforce Planning

Scenario modelling for headcount and pay. Skills-gap quantification at function and role level.

MODULE 09

DE&I, Ethics & Responsible AI in HR

Governance memos, bias testing, vendor evaluation, and transparency practices for AI-in-HR deployments.

MODULE 10

HRBP Influence, Storytelling & Boardroom Skills

3-slide narratives, stakeholder mapping, executive Q&A drills, and the art of the credible HR ask.

MODULE 11

Change, OD & HR-Led Transformation

The people side of restructures, M&A, and AI rollouts — change canvas, comms plan, adoption metrics.

MODULE 12

Capstone — Defend & Certify

Build, present, and defend a portfolio-grade capstone. Earn the verified CGAIHLD credential and publish.

What "verbatim" means in this syllabus

Every module title and scope description in this document is identical to the official CGAIHLD program structure — no marketing rewrites, no shortened versions.

 OFFER VALID IN 48 HOURS

Your CGAIHLD enrolment window closes in 48 hours

The current enrolment window — including the cohort start that fits a 12-week finish before next quarter — closes in 48 hours.

[Enrol Within 48 Hours →](#)

22 LBD Labs Catalog · Labs 1–11

Each Learning-by-Doing lab is time-boxed, mentor-reviewed, and produces an artefact you can use in your real job — or in your next interview.

01. Personal HRBP Maturity Map	02. HR Prompt Library v1
03. AI Risk Register Draft	04. AI-Augmented JD & Scorecard
05. Attrition Driver Tree	06. Executive One-Pager
07. OKR Cascade for One Function	08. Bias-Checked Review Draft
09. Skills Taxonomy v1	10. Personalised L&D Plan
11. Verbatim Cluster Map	

How a lab session is run

Each lab is structured around three artefacts: a **brief** (what you're producing and why), a **worked solution** (a senior HRBP's version with annotations), and your **own submission**. You submit, a mentor reviews, you iterate.

"By Week 6 you stop calling them 'labs'. You call them 'work'. That's the moment the transition is happening."

Why 22 labs — and not more?

22 is the number that consistently produced the strongest portfolios across cohorts. The 22 selected here cover every competency the AI-Powered HRBP job map asks for, with deliberate redundancy on the highest-stakes ones (analytics, capstone, board storytelling).

22 LBD Labs Catalog · Labs 12–22

The second half of the lab catalog focuses on strategy, governance, and the capstone build — the artefacts that change which role you get considered for.

12. Intervention Brief	13. Headcount Scenario Model
14. Workforce Gap Report	15. AI Vendor Scorecard
16. Ethics Review Template	17. 3-Slide Board Story
18. Stakeholder Influence Map	19. Capstone Discovery Doc
20. Capstone Analysis Pack	21. Capstone Recommendation Deck
22. Capstone 90-Second Video	

Which labs to prioritise if you have less time

If life intervenes and you have to triage, prioritise these six in this order: Lab 4 (AI-augmented JD), Lab 5 (Attrition driver tree), Lab 6 (Executive one-pager), Lab 17 (Board story), Lab 21 (Recommendation deck), Lab 22 (Capstone video). Together they form the minimum viable portfolio for an AI-Powered HRBP interview loop.

 NEXT COHORT STARTING SOON

Join the next CGAIHLD cohort with this playbook in hand

You've now read the labs catalog. The next cohort runs this exact playbook end-to-end with mentor support — seats opening now.

[Join the Next Cohort →](#)

Capstone Examples from Past Cohorts

Three anonymised capstones that closed promotions or external moves for their authors. Used here with permission.

Priya · HR Manager → AI-Powered HRBP (BFSI, 11 years)

Capstone: Built an attrition early-warning model for a 4,200-person operations function. Identified 7 leading indicators, 2 of which the existing dashboard missed. Delivered an intervention playbook with cost-impact estimates. **Outcome:** Promoted to AI-Powered HRBP within 4 months of certification.

Arjun · TA Lead → Head of Talent (SaaS scale-up, 8 years)

Capstone: Redesigned the full sourcing-to-offer funnel for engineering hiring using AI-augmented JDs, structured interview kits, and a bias-aware shortlist protocol. Time-to-offer dropped meaningfully in pilot. **Outcome:** Cross-company move into a Head of Talent role at a Series C SaaS firm.

Meera · HR Generalist → HRBP (Manufacturing, 6 years)

Capstone: Built a quarterly HRBP operating cadence — analytics review, talent review, manager enablement — for a 1,800-person plant. Documented as a 30-page playbook with templates. **Outcome:** Moved from generalist to HRBP role inside the same company, with a clear remit and seat at the plant leadership table.

What these three have in common

- ✓ The capstone solved a real business problem, not a hypothetical one.
- ✓ The artefact was specific enough that a sceptical executive could verify it.
- ✓ The candidate could narrate the story in under 90 seconds.
- ✓ AI was used as a tool, not as a crutch — with explicit overrides documented.
- ✓ The mentor relationship continued after certification, often informally.

How to Actually Finish the 12 Weeks

Most learners don't fail on motivation. They fail on cadence. This page is the operating system that has worked across thousands of completions.

The daily 60–75 minute block

Treat your study block like a meeting. Same time of day, same place, calendar-locked. Mornings work best for analytical modules; evenings for video and reflection.

- ✓ **0–10 min:** Open last session's notes. Re-orient.
- ✓ **10–40 min:** Module video or lab work — single tab, phone away.
- ✓ **40–60 min:** Apply or write — your artefact, not your highlighter.
- ✓ **60–75 min:** Capture 3 sentences: what you learned, what you'll do, what to ask the mentor.

The weekly rhythm

- ✓ **Mon–Thu:** Module videos + LBD lab work.
- ✓ **Fri:** Submit the week's artefact.
- ✓ **Sat:** Mentor review window or async cohort discussion.
- ✓ **Sun:** Lighter — reflection, planning, optional reading.

When you fall behind (you will)

Every cohort, every learner has at least one week where life wins. The protocol: do not skip the artefact, even a rough version. A B-grade submission you can iterate beats a perfect one you never made. Mentors care about the artefact pipeline, not the polish.

 LIMITED TIME OFFER

Priya-cohort enrolment window — closing soon

A small batch is opening for HR managers who want to follow Priya's exact 12-week path with the same mentor pool. Seats are intentionally limited.

[Apply to the Priya Cohort →](#)

Career Outcomes & Return on the 12 Weeks

The CGAIHLD program is engineered for a specific career outcome: moving from HR Manager into a credible, AI-fluent HRBP role. Here is what that looks like in practice.

Where graduates land

The most common post-certification roles include AI-Powered HRBP, Senior HRBP with AI mandate, People Analytics Manager, Head of Talent (small/mid-size firms), Skills-Based Learning Lead, and HR Transformation Manager. Some graduates use the certification to redefine their existing role rather than change companies — both are valid wins.

Where graduates work

Across 40+ countries and industries — global tech, BFSI, retail, manufacturing, healthcare, consulting, and high-growth Indian unicorns. The credential is portable across geographies and verticals.

What graduates say about the ROI

- ✓ Confidence — they can talk about AI in HR without performing.
- ✓ Credibility — the credential opens doors that a CV alone wouldn't.
- ✓ Portfolio — the capstone keeps paying off for years, not weeks.
- ✓ Network — the cohort becomes a long-term professional asset.
- ✓ Speed — most see role-change conversations within 3–6 months.

"The credential gets you the interview. The capstone gets you the offer. The 12 weeks teach you how to actually do the job once you're in the seat."

FAQs · Honest answers before you enrol

The questions candidates actually ask in pre-enrolment calls, answered without marketing varnish.

Do I need a technical background to handle the AI modules?

No. The program assumes zero coding background. Every AI concept is taught in HR-native vocabulary, with worked examples from real HR workflows.

How much time do I really need per week?

Plan for 7–9 hours per week — roughly an hour a day plus a Saturday submission window. The cadence is designed for working HR professionals.

What if I can't finish in 12 weeks?

You get a grace window to complete the capstone and certification assessment. The program is structured to be finished in 12 weeks but the platform doesn't lock you out the day after.

Is the certification recognised?

Yes — the CGAIHLD credential is globally verifiable, listed in the GSDC registry, and recognised across geographies and industries.

Can I use my company's real data in the capstone?

Yes, anonymised. Many of the strongest capstones use real, scrubbed company data because the resulting recommendations are immediately actionable.

What if I'm already an HRBP — is this still relevant?

Yes. Existing HRBPs use CGAIHLD to add the "AI-Powered" layer to their practice — for re-positioning at their current employer or moving to a more senior HRBP seat elsewhere.

Do I keep access after the 12 weeks?

Yes — long-term access to the playbook, lab templates, and the alumni community. The credential, once issued, is permanent and verifiable.

 50% OFF · LAUNCH WINDOW

Half-off your CGAIHLD certification this launch window

A 50% off launch promotion is live for new enrolments into the next cohort — applied at checkout, no code required.

[Get 50% Off Now →](#)

Pre-Enrolment Checklist

Run through the 8 items below before you enrol. If you can tick 6+ honestly, the program will pay back in months, not years.

- ✓ **I can name the exact next role I want.** Not a vibe — a job title that exists on LinkedIn this week.
- ✓ **I can give the program 60–75 minutes a day, 5–6 days a week.** Calendar-blocked, defended like a meeting.
- ✓ **I have one HR scenario in my current job that the capstone could plausibly address.**
- ✓ **I have one stakeholder at work — manager, peer, or mentor — who will care about my capstone.**
- ✓ **I'm comfortable showing rough work weekly.** Perfectionists struggle with the Friday submission rhythm.
- ✓ **I'm willing to use AI explicitly in real workflows, not just as a study aid.**
- ✓ **I have basic spreadsheet fluency.** No coding needed — just comfort with formulas and pivot tables.
- ✓ **I want a verifiable, portable credential — not just self-study.**

If you ticked 6 or more

You are in the strongest enrolment profile for CGAIHLD. The 12 weeks will be demanding but the trajectory is well-documented.

If you ticked 3–5

Worth a 20-minute pre-enrolment call with the admissions team. Most candidates in this band have a fixable gap — typically time-budgeting or capstone selection.

One final mental model

The 12 weeks are not the cost. The cost is the next 12 months of staying in a role you've outgrown. The program is the route out — structured, mentor-led, with a portfolio at the end that you can show, not just describe.

Quick Glossary & About GSDC

A compact reference for the terms you'll meet in Week 1 — and a short note on the body that issues the credential.

Glossary

- **CGAIHLD:** Certified Generative AI for HR & Leadership Development — the credential earned at the end of the program.
- **HRBP:** HR Business Partner — the embedded strategic HR role aligned to a business unit or function.
- **LBD lab:** Learning-by-Doing lab — a time-boxed hands-on exercise producing a portfolio-grade artefact.
- **Capstone:** The portfolio-grade final project; the artefact that closes interviews.
- **Cohort:** The peer group of HR professionals running the same 12-week window with you.
- **Prompt library:** Your personal, role-specific catalogue of tested AI prompts for HR workflows.

About the Global Skill Development Council

GSDC is a global, independent skill-certification body building verifiable credentials for the future of work. The CGAIHLD program is part of the GSDC family 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 40+ countries.

Verifying your credential

Once you complete the capstone defence and certification 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 calendar quarter closes enrolment in 48 hours. The next start window pushes your finish line by 90 days.

[Confirm My Seat in 48 Hours →](#)

The 12-Week Playbook on One Page

If you only re-read one page of this PDF before you decide, make it this one.

What this is

A 90-day, mentor-led, hands-on path from HR Manager to AI-Powered HRBP. Twelve modules. Twenty-two labs. One portfolio-grade capstone. One verified credential.

Who it's for

Working HR professionals — managers, generalists, TA leads, L&D specialists, analytics ops — who want their next role to be visibly AI-fluent, and who can give the program 60–75 minutes a day for 12 weeks.

What you walk out with

- ✓ A verified CGAIHLD credential, globally listed and portable.
- ✓ A capstone artefact that closes interviews.
- ✓ 22 portfolio-grade labs covering every AI-Powered HRBP competency.
- ✓ A mentor relationship and a cohort network.
- ✓ The vocabulary, frameworks, and prompt library to actually do the job on day one.

What to do next

1. Re-read Pages 5–6 and choose your capstone path.
2. Run the pre-enrolment checklist on Page 17.
3. Open the CGAIHLD enrolment page and pick the cohort that fits your calendar.
4. Calendar-block your daily 60–75 minutes *before* the cohort starts.
5. Bring this playbook with you on Day 1.

 FINAL CALL · 50% OFF

Last chance — 50% off your CGAIHLD enrolment

You've now read the entire 12-week playbook. The 50% launch discount is live for new enrolments — claim it before the current cohort fills.

[Enrol Now at 50% Off →](#)