

**AON**

# **Transforming HR with Gen AI for a Global Financial Services Firm**

**A two-day Generative AI in HR Workshop for  
90 HR professionals across Junior, Mid, and  
Senior levels**



# The Challenge:

## Bridging the AI Skills Gap in HR

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The organization recognized the transformative potential of generative AI but faced significant challenges:

- **Skills Gap:** HR professionals lacked the knowledge to apply generative AI effectively across recruitment, performance management, and employee engagement.
- **Practical Application:** Translating AI's potential into actionable workflows was critical to enhance productivity and efficiency.
- **Diverse Needs:** The program needed to address the unique requirements of junior, mid, and senior HR leaders while ensuring scalability across a global workforce.

- **Ethical Considerations:** HR teams required guidance on navigating AI's ethical challenges, including bias mitigation and data privacy.

Aon was tasked with creating a comprehensive, hands-on program to upskill HR professionals and align AI adoption with the organization's strategic goals.

Aon created a tailored Generative AI HR Workshop for 90 professionals, combining expert-led sessions, hands-on practice, and strategic discussions across three levels.

# Aon's Solution:

## A Tailored Generative AI Workshop

Program Design and Execution  
Aon's approach combined global expertise with practical, role-specific learning:

### 1. Stakeholder Collaboration:

- Conducted discovery sessions with HR leaders to align program objectives with organizational goals.

### Our Comprehensive Curriculum.



#### Day 1 Modules:



#### Day 2 Modules:



- Designed a modular curriculum validated through iterative feedback with the client.

### 2. Comprehensive Curriculum.

### 3. Hands-On Learning:

- Participants practiced with tools like [Microsoft CoPilot](#), [Google Gemini](#), and [OpenAI's ChatGPT](#).
- Activities included resume parsing, KPI creation, and designing AI-powered engagement surveys.

### 4. Ethical Focus:

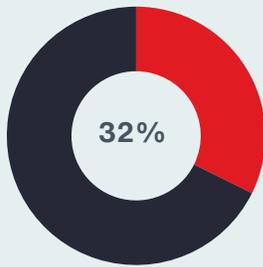
- Dedicated sessions on bias detection, data privacy, and responsible AI use ensured ethical adoption.

### 5. Expert Facilitation:

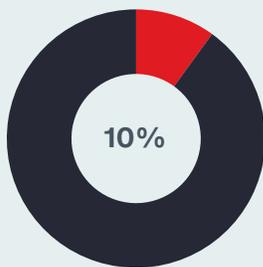
- Delivered by Aon's certified facilitators. Interactive case studies and simulations ensured practical, real-world application.



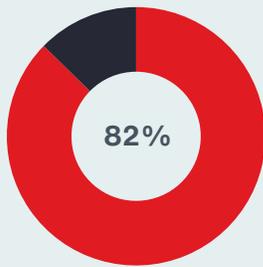
# Impact: Transforming HR with AI



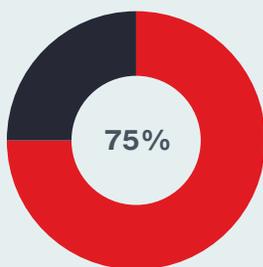
Reduction in administrative task time



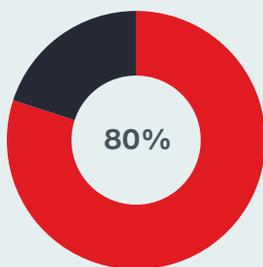
Increase in employee engagement



Reduction in administrative task time



Enhanced ethical awareness



Intent to implement AI solutions

The workshop delivered significant outcomes, empowering HR professionals to leverage generative AI effectively:

- **Improved Efficiency:** Junior HR professionals reduced administrative task time by 32%, enabling focus on strategic initiatives.
- **Enhanced Employee Engagement:** AI-driven personalized learning programs led to a 10% increase in employee engagement scores.
- **AI Proficiency:** 82% of participants reported increased understanding of generative AI concepts and applications.
- **Ethical Awareness:** Participants showed a 75% improvement in identifying AI-related ethical considerations, as measured by pre- and post-workshop assessments.
- **Strategic Adoption:** 80% of participants planned to implement AI solutions within six months, with the organization expanding the program to additional HR cohorts.

# Why Aon?

## A Leader in HR Transformation

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Aon's success with this tech giant underscores its expertise in delivering impactful, tailored learning solutions:

Global Reach

**50,000**  
colleagues

**120+**  
countries

**250+**  
organizations

## Practical Focus

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Hands-on practice with tools like **Microsoft CoPilot** and **ChatGPT** ensured immediate applicability.

## Scalable Impact

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The program's success prompted the organization to integrate AI principles into broader HR strategies.

## Client Testimonial

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*"Aon's Generative AI in HR Workshop transformed our HR function, equipping our team with the skills to harness AI responsibly and effectively. The hands-on approach and strategic focus empowered our HR professionals to drive innovation and efficiency, aligning with our vision for a future-ready workforce."*  
— HR Leadership, Global Financial Services Firm.

# A Blueprint for AI-Driven HR Excellence

Aon's Generative AI in HR Workshop enabled a global tech leader to enhance its HR function, boosting efficiency, engagement, and decision-making. By integrating advanced tools and ethical insights. This case study demonstrates Aon's ability to deliver **innovative, high-impact solutions** that prepare organizations for the future of work.

# Get in Touch



**Email**

[aonahlc@aon.com](mailto:aonahlc@aon.com)



**Website**

[www.aonlearningcenter.com](http://www.aonlearningcenter.com)



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Center.

