



**Arab Academy**  
for Science, Technology & Maritime Transport  
الأكاديمية العربية للعلوم والتكنولوجيا والنقل البحري



**معهد تدريب الموانئ**  
Port Training Institute

## Training and Organizational Development Conference **TOD'25**



### The Impact of **Artificial Intelligence** on the Future of the Human Workforce

"Building Today's Talent, Achieving Tomorrow's Excellence "

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Alexandria- Egypt



Training and Organizational Development  
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# HR Evolution in AI Era



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**HR, AI and Digital Transformation Expert**



# Outline

**Statistical Facts about AI and HR**

**What are the biggest HR challenges (pre-AI)?**

**What is the most important responsibility of HR?**

**What is the difference between AI and other mgmt. tech?**

**What are the biggest changes that AI will force on HR?**

**82%**

of executives believe their HR technology is **outdated** and needs upgrading.

*PWC*

**74%**

of organizations say HR is **not modernized** enough to meet future demands

*Deloitte*

**70%**

of HR leaders feel their systems **don't deliver** actionable insights.

*Gartner HR*

# What are the biggest HR challenges (pre-AI)?



## 1. Talent Acquisition & Retention

- Scarcity of specialized skills, rising competition for top talent, and high turnover rates.

## 2. Leadership Pipeline & Succession Planning

- Difficulty in identifying, grooming, and retaining future leaders across geographies.

## 3. Employee Engagement & Motivation

- Declining loyalty, generational differences, and disengagement impacting productivity.

## 4. Performance Management & Productivity

- Reliance on outdated appraisal systems, difficulty in linking performance to business outcomes.

## 5. Learning & Development

- Training programs often misaligned with evolving business needs; ROI on L&D questioned.

## 6. Technology Adoption in HR Systems

- ERP and HRIS rollouts plagued by resistance, integration issues, and underutilization.

## 7. Regulatory Compliance & Labor Relations

- Constantly shifting employment laws, union negotiations, and risk of reputational damage.

# How AI helps with it?



# What is the most important responsibility of HR?



# What is the difference between AI and any other technology?

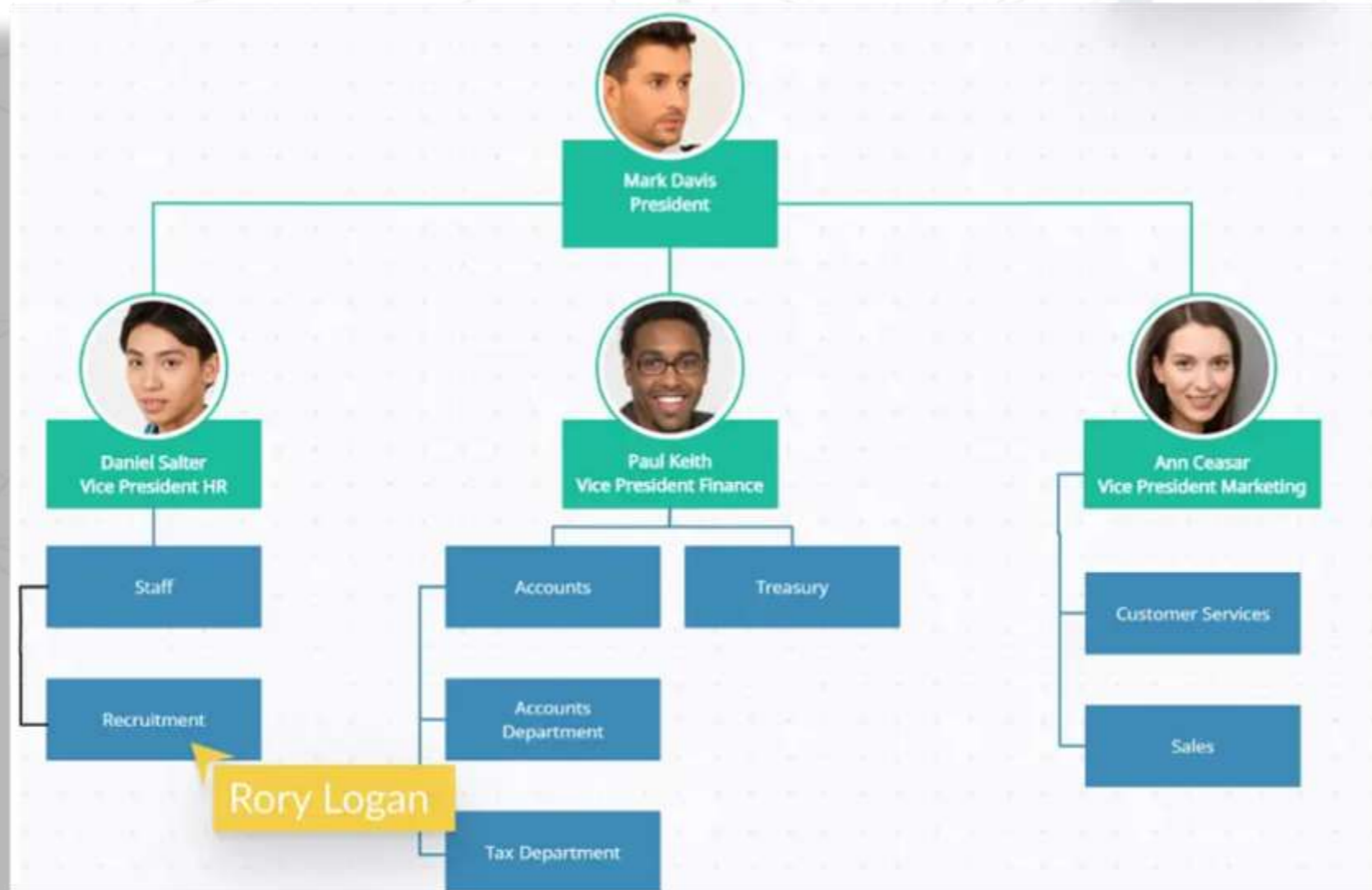


# What are the biggest changes that AI will force on HR?



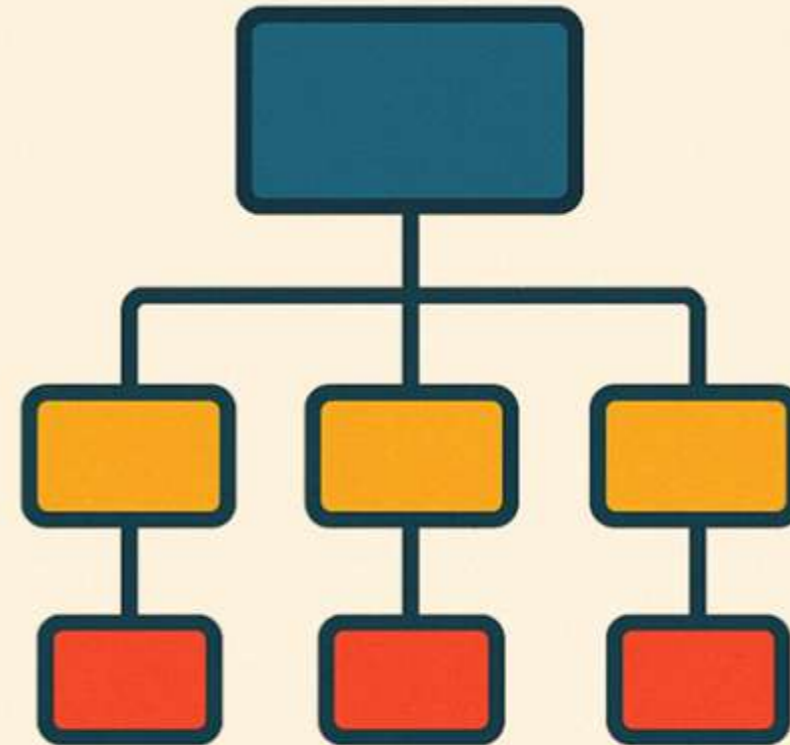
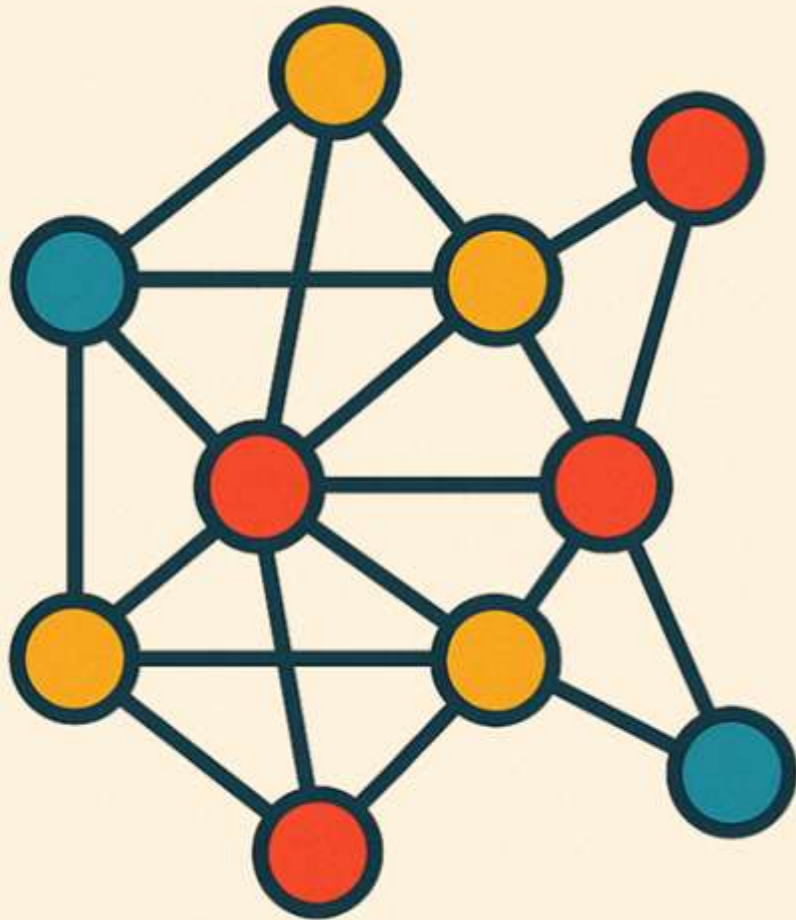
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# What are the biggest changes that AI will force on HR?



2

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3

# Q & A

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**Thank you**



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