



Suhas Bhairav

AI Learning and Development Planner

A practical plan to identify HR skill gaps, set learning goals, and track progress.

Helps HR teams design targeted development plans while preserving manager judgment.

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suhasbhairav.com

Assessment & Scope

Establish baseline HR capabilities and learning objectives. Identify automatable data sources while reserving judgment for context and career goals.

Key move **Action: finalize baseline by end of week 1; without it, goals drift.**

PRACTICAL CHECKLIST

- 01** Map core HR roles and core competencies to current business priorities.
- 02** Inventory existing training assets, curricula, and performance data.
- 03** Identify gaps using performance reviews, self-assessments, and peer feedback.
- 04** Decide what to automate: data collection, scoring, and progress dashboards.
- 05** Preserve human review for career intent, ethics, and complex exceptions.
- 06** Define data privacy, access controls, and governance for HR data.

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Data, Tools & Automation

Outline required data sources and recommended tools. Define which processes can be automated and which require human oversight.

Key move **Guardrail: obtain legal and HR approval before data integration.**

PRACTICAL CHECKLIST

- 01** Data inputs: employee roles, competencies, performance, training history, and survey results.
- 02** Tools: LMS, HRIS, performance system, data warehouse, BI dashboard, and AI note-taker for prompts.
- 03** Automations: skill gap scoring, learning path generation, nudges, and automated reporting.
- 04** Human review: manager alignment on goals, career intent, and sensitive cases.
- 05** Governance: privacy, access, audit trails, and bias checks in AI outputs.
- 06** Pilot plan: start with 2 departments, 30 employees, for 6 weeks.

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Practice Activities and Weekly Adoption

Provide practical learning activities that build HR capability while keeping human oversight intact. Use small, weekly increments to test, learn, and adjust.

Key move **Ownership note: HR analytics owns data; managers own growth goals and decisions.**

PRACTICAL CHECKLIST

- 01** Scenario-based micro-lessons (20 minutes) aligned to roles: Generalist, HRBP, Talent.
- 02** Practice conversations with AI prompts for candidate screening and feedback delivery.
- 03** Weekly reflections mapped to competencies and manager feedback.
- 04** Auto-suggested learning paths based on gap scores for the coming week.
- 05** Monitor completion, skill uplift, and early business impact signals.
- 06** Manager sign-off required before finalizing any formal plan.

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ABOUT THE CREATOR

Suhas Bhairav

I build AI systems that combine distributed architecture, retrieval, knowledge graphs, security, and practical workflow design. My focus is AI that can be used repeatedly by real teams: understandable, reliable, and grounded in the work people already do.

EXPERTISE

- Principal systems architecture and applied AI engineering
- Production-grade AI systems, agentic workflows, RAG, and knowledge graphs
- Full-stack workflow applications across AWS, Google Cloud, Azure, on-premise, and hybrid environments
- Practical AI implementation patterns for automotive, manufacturing, finance, logistics, cybersecurity, sales, and customer operations
- Security, governance, observability, approvals, and failure-mode thinking for operational AI systems

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