

Course No. 1786

Job Redesign After Automation Training Course

HUMAN RESOURCES STRATEGY & WORKFORCE PLANNING
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

Automation and Artificial Intelligence are fundamentally changing how work is designed, performed, and managed. Their impact extends beyond automating repetitive tasks to reshaping job responsibilities, workflows, organizational structures, and the skills required for future roles.

This course provides a strategic and practical framework for redesigning jobs after automation. Participants will learn how to analyze existing jobs, identify tasks that can be automated or augmented, determine where human judgment remains essential, and redesign roles to create greater organizational and employee value.

The programme focuses on work redesign, task analysis, responsibility allocation, future skills, workforce transition, reskilling, and talent mobility. It helps organizations move from simply automating existing processes to creating more effective and sustainable ways of working.

Participants will also examine the human and organizational dimensions of job redesign, including employee experience, change management, productivity, accountability, flexibility, governance, and workforce risks associated with automation and AI.

Through practical exercises, case studies, and workshops, participants will develop a structured approach to redesigning jobs and building a workforce capable of operating effectively in an increasingly automated environment.

Objectives

- By the end of this course, participants will be able to:
- Understand the impact of automation and AI on jobs, roles, and responsibilities.
- Analyze existing jobs and identify tasks affected by automation.
- Classify tasks according to their potential for automation, augmentation, or human execution.
- Assess the impact of automation on workforce structures and organizational roles.
- Redesign jobs according to emerging operating models.
- Identify the skills and competencies required for redesigned roles.

- Develop workforce reskilling and upskilling strategies.
- Optimize the allocation of responsibilities between employees and automated systems.
- Improve productivity and efficiency through effective work redesign.
- Manage employee transitions into technology-enabled roles.
- Align job redesign with workforce planning and talent management.
- Develop appropriate performance measures for redesigned jobs.
- Manage resistance and workforce risks associated with automation.
- Apply governance and accountability principles to automated work environments.
- Develop an actionable job redesign strategy and implementation roadmap.

Who Should Attend

This course is designed for HR directors, workforce planning managers, talent management leaders, organizational development managers, operations managers, digital transformation leaders, automation managers, and executives responsible for workforce transformation and job redesign.

It is also suitable for job analysts, workforce planning specialists, competency professionals, Learning and Development managers, People Analytics professionals, process improvement specialists, change management professionals, and digital transformation teams involved in redesigning work and future operating models.

The programme is particularly relevant to government entities, banks and financial institutions, oil and gas and energy companies, engineering and industrial organizations, telecommunications, healthcare, logistics, and large corporations implementing automation and AI-driven transformation.

Learning Outcomes

- By the end of this course, participants will be able to:
- Evaluate how automation affects jobs, tasks, and organizational structures.
- Conduct a systematic analysis of existing job responsibilities.
- Identify tasks suitable for automation or AI augmentation.
- Determine which activities require human judgment, expertise, and accountability.

- Develop job impact maps for automation initiatives.
- Redesign roles and responsibilities around new operating models.
- Define future skills and competencies required for redesigned jobs.
- Develop reskilling and upskilling plans for affected employees.
- Optimize work allocation between people and automated systems.
- Establish performance indicators for redesigned roles.
- Manage employee transitions into new and evolving roles.
- Support internal talent mobility and workforce flexibility.
- Address workforce resistance and human risks associated with automation.
- Establish appropriate governance and accountability for automated work.
- Develop an integrated job redesign strategy and implementation roadmap.

Course Outline

DAY 01

Understanding Automation and Its Impact on Jobs

- Understanding workplace automation and the evolution of modern operating models.
- The impact of Artificial Intelligence and automation on jobs and roles.
- Automation of tasks versus complete job redesign.
- Understanding jobs through tasks, activities, and responsibilities.
- Identifying jobs most affected by automation.
- Assessing the impact of automation on productivity and value creation.
- Jobs that disappear, jobs that evolve, and new jobs that emerge.
- The growing importance of human expertise and judgment.
- Assessing organizational readiness for work and job redesign.

PRACTICAL APPLICATION

Developing an automation impact map for selected jobs and functions.

DAY 02

Task Analysis and Work Redistribution

- Methods for analyzing tasks and job activities.
- Identifying repetitive and automatable tasks.
- Identifying tasks that can be augmented through AI.
- Determining tasks that require human judgment and expertise.
- Analyzing time, effort, cost, and value associated with job activities.
- Redistributing responsibilities between people and technology.
- Designing new workflows after automation.
- Establishing human oversight and intervention points.
- Managing accountability in technology-enabled work environments.

PRACTICAL APPLICATION

Analyzing an existing job and redistributing its responsibilities between humans and automation.

DAY 03

Designing New Jobs and Future Skills

- Principles of job redesign in the age of automation.
- Creating new roles and responsibilities.
- Redesigning job descriptions for future operating models.
- Identifying technical, digital, analytical, and business skills.
- Identifying human capabilities that become more valuable after automation.
- Developing competency frameworks for redesigned roles.
- Connecting redesigned jobs with career paths and professional development.
- Identifying workforce capability and skills gaps.
- Designing reskilling and upskilling pathways.

PRACTICAL APPLICATION

Redesigning a job and developing its future skills and competency framework.

DAY 04

Managing Workforce Transition and Organizational Change

- Managing organizational change resulting from automation.
- Communicating new roles, responsibilities, and expectations.
- Managing employee concerns and resistance to automation.
- Workforce redeployment and internal talent mobility.
- Supporting employees transitioning into new roles.
- Building workforce adaptability and career resilience.
- The role of leadership in successful job redesign.
- Managing employee experience during workforce transformation.
- Governance, accountability, and workforce risks in automated environments.

PRACTICAL APPLICATION

Developing a workforce transition plan for employees moving from traditional to redesigned roles.

DAY 05

Job Redesign Strategy and Impact Measurement

- Building an enterprise-wide job redesign strategy.
- Prioritizing jobs and functions for redesign.
- Aligning job redesign with strategic workforce planning.
- Connecting automation with talent and capability development.
- Developing performance indicators for redesigned roles.
- Measuring the impact of job redesign on cost, productivity, quality, and efficiency.
- Measuring the value created through human-technology collaboration.
- Establishing a continuous job evolution and redesign model.
- Defining implementation priorities, responsibilities, and milestones.

FINAL WORKSHOP

Developing an Integrated Job Redesign Strategy and Implementation Roadmap After Automation.



Register or Request More Information

Course page: <https://quest-training.com/courses/job-redesign-after-automation-training-course>

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