



PALO SANTO CONSULTING

Cohort Brochure / Cohort 01, 2026

AI for HR.

Build five working AI agents for HR. Take them back to work after the cohort.

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01 / ABOUT THIS PROGRAMME

Move from observing AI to deploying it.

HR functions are being asked to deploy AI faster than they can evaluate it. Vendors are pitching weekly. Team members are using ChatGPT for tasks HR policy has not caught up to. The pressure to 'do something with AI' is immediate; the practical knowledge to do it well is not.

This cohort closes the gap. Over four weeks, you build five real AI agents for HR — resume screening, interview scheduling, exit-interview analysis, performance summarisation, and onboarding support. You leave the cohort with working tools that solve real problems, not theory and not vendor demos.

The methods are deliberately maintainable by HR practitioners. The agents you build use no-code and low-code patterns you can adapt yourself, with the technical concepts (LLM mechanics, prompt design, evaluation) taught from first principles. No coding required.

02 / WHAT YOU'LL LEARN

12 modules across 4 arcs.

Twelve modules across four arcs. Arcs 1 and 2 are delivered live; Arcs 3 and 4 are self-paced with weekly office hours.

Arc 1 — Foundations

Live · Day 1. The conceptual foundation. What AI can and cannot do for HR.

M1 The state of AI in HR. Honest assessment of what AI is doing well, badly, and not at all in HR today.

M2 LLM mechanics for HR practitioners. Context windows, tokens, hallucination, evaluation. The technical concepts you need.

M3 Prompt engineering for HR. Patterns that work: structured prompts, few-shot examples, chain-of-thought, self-critique.

Arc 2 — Deploy

Live · Day 2. Build your first agent and the methods to build more.

M4 Building your first HR agent. Step-by-step build of a working resume screening agent. Live, together.

M5 Workflow automation patterns. Zapier, Make, n8n. When to use what. Patterns that work in HR contexts.

M6 Vendor evaluation framework. How to evaluate any HR AI vendor. Six questions that separate substance from theatre.

Arc 3 — Build

Self-paced · Weeks 2–3. Build the remaining four agents on your own context.

M7 Agent #2 — Resume screening at scale. Extending the live build with bias controls, scoring rubrics, and ATS integration patterns.

M8 Agent #3 — Interview scheduling. Multi-stakeholder scheduling agent with calendar integration and natural-language reply handling.

M9 Agent #4 — Exit-interview analysis. Thematic analysis across exit data with confidentiality preserved. Worked example included.

M10 Agent #5 — Performance summarisation. Manager-facing summarisation of review cycles with bias audit and consistency checks.

Arc 4 — Govern

Self-paced · Weeks 3–4. Make your agents safe, compliant, and maintainable.

M11 HR AI governance and DPDP compliance. DPDP Act 2023 implications for AI in HR. Governance framework. Audit checklist.

M12 Capstone refinement and rollout. Final capstone polish. Rollout plan for your company. Stakeholder communication.

03 / FORMAT AND SCHEDULE

How a cohort runs.

The cohort runs over four weeks. Two arcs are delivered live; two arcs are self-paced. The pitch-back session brings the cohort back together at the end.

Live delivery is over Zoom with small breakout groups for hands-on workshops. Self-paced modules are short videos with downloadable templates and exercises.

When	What happens	Time commitment
Week 1 (live)	Arcs 1 and 2 delivered live. Build the first two agents together.	12 hours
Week 2	Self-paced modules 7 and 8. Capstone scoping.	6–8 hours
Week 3	Self-paced modules 9 and 10. Capstone build.	6–8 hours
Week 4	Modules 11–12, capstone polish, and live pitch-back session.	6–8 hours

Live delivery times

Live arc sessions run from 9:00 AM to 5:00 PM IST. Sessions are typically scheduled on Saturday and Sunday for the public cohorts listed below, but corporate cohorts can be arranged on weekdays during business hours — please contact us if your organisation prefers a weekday or split schedule. All times shown are IST; recordings available for participants in other time zones.

Recordings and self-paced modules

All live sessions are recorded and shared within 24 hours. Self-paced modules are released weekly and remain accessible for 12 months post-cohort. Office hours run weekly during the cohort.

04 / CAPSTONE

What you build.

Every participant ships a capstone — a real, working artefact built on their own company's context. Faculty reviews each capstone with the participant during the pitch-back session. Pick one of six tracks based on what's most useful for your role.

Capstone 1 · Resume Screening Agent. End-to-end screening agent for your real ATS data, with bias audit.

Capstone 2 · Interview Coordination Bot. Multi-stakeholder scheduling automation integrated with your calendar systems.

Capstone 3 · Exit Interview Analytics. Thematic analysis at scale across your last 12 months of exit data.

Capstone 4 · Performance Review Summariser. Manager-facing summarisation tool tested across recent review cycles.

Capstone 5 · Onboarding Companion. New-hire question-answering bot trained on your employee handbook.

Capstone 6 · Custom Agent. A bespoke agent for a specific problem in your HR function. Scoped with faculty.

05 / WHAT YOU TAKE AWAY

Deliverables in your hands.

On completion, every participant takes the following back to their work:

- Five working AI agents built across the cohort
- Your capstone agent — deployed in your company context
- 117-page programme handbook with build manuals and governance frameworks
- Recorded video modules (~8 hours of self-paced deep dives)
- Agent design templates, prompt libraries, and evaluation rubrics
- Vendor evaluation framework (6-question rubric)
- DPDP compliance audit checklist for HR AI deployments
- Certification and digital credential (Standard and Premium tiers)
- 90-day access to the private cohort group (Standard and Premium tiers)
- Lifetime access to handbook updates as AI tools evolve

06 / WHO THIS IS FOR

Designed for practitioners ready to lead the work.

This cohort works for professionals at multiple career stages. Specifically:

HRBPs and HR generalists. You are the closest thing to HR ops in your company. Automation is yours to own. This cohort gives you the methods to build it without depending on engineering.

Heads of Talent Acquisition. You are hiring at scale and need AI to make it scale further. Modules 4 and 7 alone justify the time.

CHROs and Heads of HR. You are being asked AI questions you cannot fully answer. This cohort gives you both the technical foundation and the governance framework.

L&D leadership. You are rebuilding learning systems with AI at the centre. The agent patterns apply directly to L&D workflows.

HR operations leaders. You own HR systems and processes. This cohort gives you the patterns to automate what should be automated.

Prerequisites

- Comfortable using common HR tools (HRIS, ATS, spreadsheets)
- Willing to experiment with new tools (Zapier, Make, n8n) during the cohort
- No coding background required
- Access to representative data from your company (anonymised or test data is fine) for capstone build

07 / INVESTMENT

Three tiers. Cohort 01 founding pricing.

Tier	Cohort 01 (founding)	From Cohort 02
Self-Study	₹4,999	₹6,999
Standard (live cohort)	₹19,999	₹24,999
Premium (live + 1:1 mentor)	₹29,999	₹34,999

What each tier includes

Self-Study

- 117-page programme handbook (PDF)
- All recorded video modules (~8 hours)
- All templates, worked examples, and reference materials
- No live sessions, no capstone, no certification

Standard (live cohort)

- Everything in Self-Study
- Live cohort delivery (~14 hours over the live arcs)
- Weekly office hours during the cohort
- Capstone built on your own context, with peer review
- Live pitch-back session with faculty feedback
- Certification on completion
- 90-day access to private cohort group
- Lifetime access to handbook updates

Premium (live + 1:1 mentor)

- Everything in Standard
- 30-minute 1:1 mentor session for capstone review
- Priority support throughout the cohort
- Early access to next cohort if you wish to repeat or progress

Corporate packages

For teams: 5-seat package ₹79,000 / 10-seat package ₹1,49,000. Per-seat pricing significantly lower than individual enrolment. Includes optional team capstone with shared deliverable.

Invoices issued in company name for L&D budget reimbursement. GST applied as per Indian tax law.

08 / UPCOMING COHORTS

Schedule.

Three cohorts of this programme run in 2026.

Cohort	Live arc dates	Pitch-back	Apply by
Cohort 01	25–26 January 2026	22 February 2026	18 January
Cohort 02	22–23 March 2026	19 April 2026	15 March
Cohort 03	17–18 May 2026	14 June 2026	10 May

Subscribe to the public calendar for live updates: palosantoconsulting.com/hr/cohorts

09 / COMMON QUESTIONS

FAQs.

Do I need to know how to code?

No. The agents use no-code/low-code patterns — Zapier, Make, n8n — plus prompt engineering. Technical concepts (LLM mechanics, prompt design, context windows) are taught from first principles. You will not write production code.

Will the agents I build actually work in my company?

Yes — that is the design intent. The capstone is built on your own data, in your own context. Most participants run their capstone agent productively within 60 days of completing the cohort.

What about data privacy and DPDP compliance?

Module 11 is entirely on HR AI governance and DPDP Act 2023 compliance. You leave with a governance framework, audit checklist, and clear stance on what AI deployments require consent, what require disclosure, and what are out of bounds.

Will I be able to maintain the agents myself?

Yes. The patterns are deliberately maintainable by non-engineers. If your needs grow beyond the no-code patterns we teach, the cohort prepares you to brief a developer effectively.

How much time will I need to commit?

Approximately 36 hours total across 4 weeks. ~14 hours of live arc delivery, ~16 hours of self-paced module work, ~6 hours of capstone build time, and the 2-hour pitch-back session. Most participants find the self-paced work fits into 6–8 hours per week.

Can my company sponsor my participation?

Yes. Many participants are sponsored by their employer's L&D budget. Invoices are issued in the company name with GST. For 5 or more colleagues, the corporate packages provide better per-seat pricing. Speak with us if you need a justification letter for your manager.

What if I miss a live session?

All live sessions are recorded and shared within 24 hours. If you miss a live session, you can catch up via the recording and bring questions to the next office hour. Missing more than one live arc, however, materially reduces the cohort experience — the live arcs are where most of the learning happens.

Can I take this from outside India?

Yes. The cohort is delivered over Zoom and the content is calibrated for Indian SMEs but is broadly applicable. International payments accepted via Razorpay International. Pricing in INR; your card will be charged at the prevailing exchange rate.

Will I get a certificate?

Yes. Standard and Premium tiers receive a Palo Santo Consulting certificate of completion after the pitch-back session, plus a digital LinkedIn-shareable credential. Self-Study tier does not include certification.

What is the refund policy?

Standard and Premium tiers: full refund up to 14 days before the cohort begins. Within 14 days, 50% refund or transfer to a future cohort. After cohort begins, no refunds but you can transfer to a future cohort once. Self-Study tier: no refunds after delivery, as content is delivered immediately.

10 / HOW TO APPLY

Next steps.

1. Choose your tier

Self-Study, Standard, or Premium. Most participants choose Standard.

2. Choose your cohort

Three cohorts run in 2026 (see Section 08). You can apply for any upcoming cohort. Seats are released in order of application.

3. Complete application and payment

Visit palosantoconsulting.com/hr/cohorts and click through to this programme's page. Application form takes 5 minutes. Payment via Razorpay (cards, UPI, net banking).

4. Confirmation and onboarding

On successful payment, you receive a confirmation email with the cohort calendar, joining instructions, and pre-reading materials. Welcome email sequence begins immediately.

5. Pre-cohort week

One week before the live arc begins, you receive the Zoom link, cohort group access, the handbook, and Module 1 recording for context.

Apply at

palosantoconsulting.com/hr/cohorts/ai-for-hr

Or write to info@palosantoconsulting.com / WhatsApp +91 99000 07586