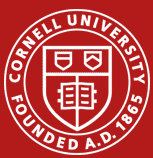




AI in HR: Talent Acquisition and Learning and Development

A CAHRS Presentation by Hannah Lee,
Soyeon Lee, and Michaela Tarpey



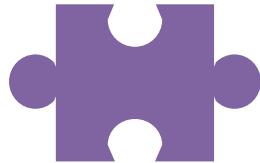
Definition of AI

Artificial Intelligence
is technology based on algorithm
that has the capability to continue to learn
and improve.

Our Research Journey



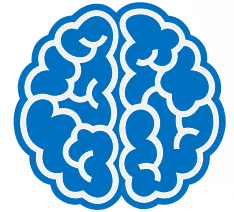
Hype around
AI



Proof of
concept



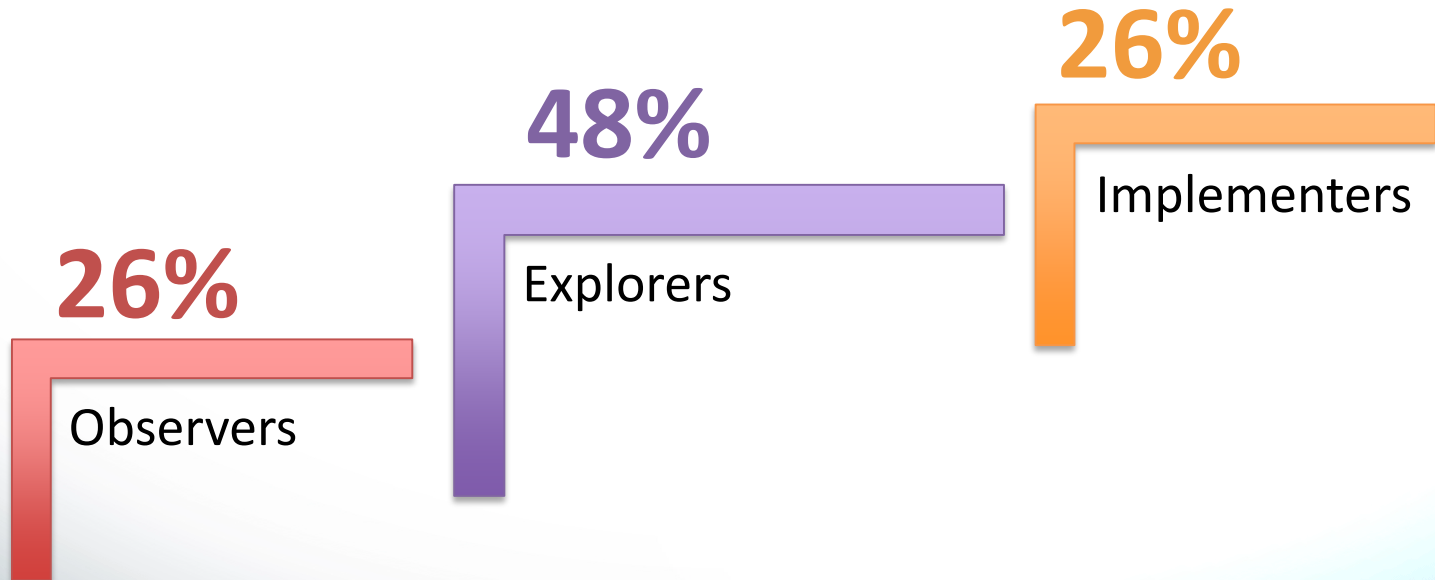
Research AI in
CAHRS
companies



Spectrum of AI
implementation

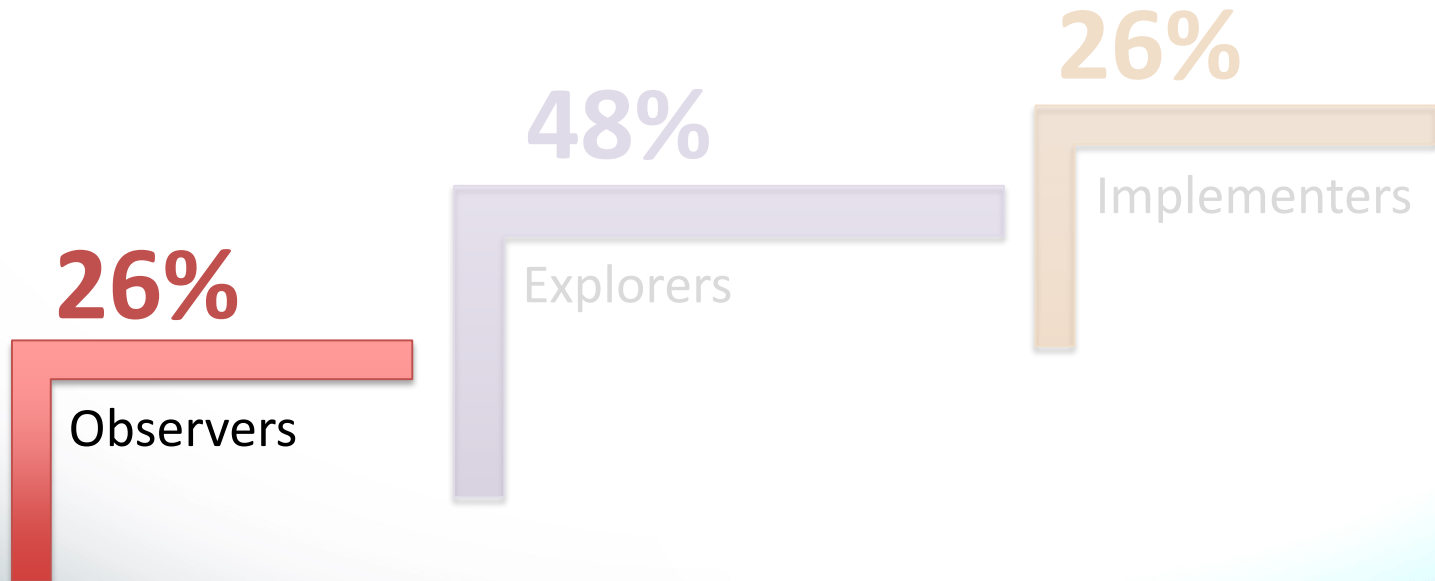


Spectrum of AI in CAHRS





Observers



Observers



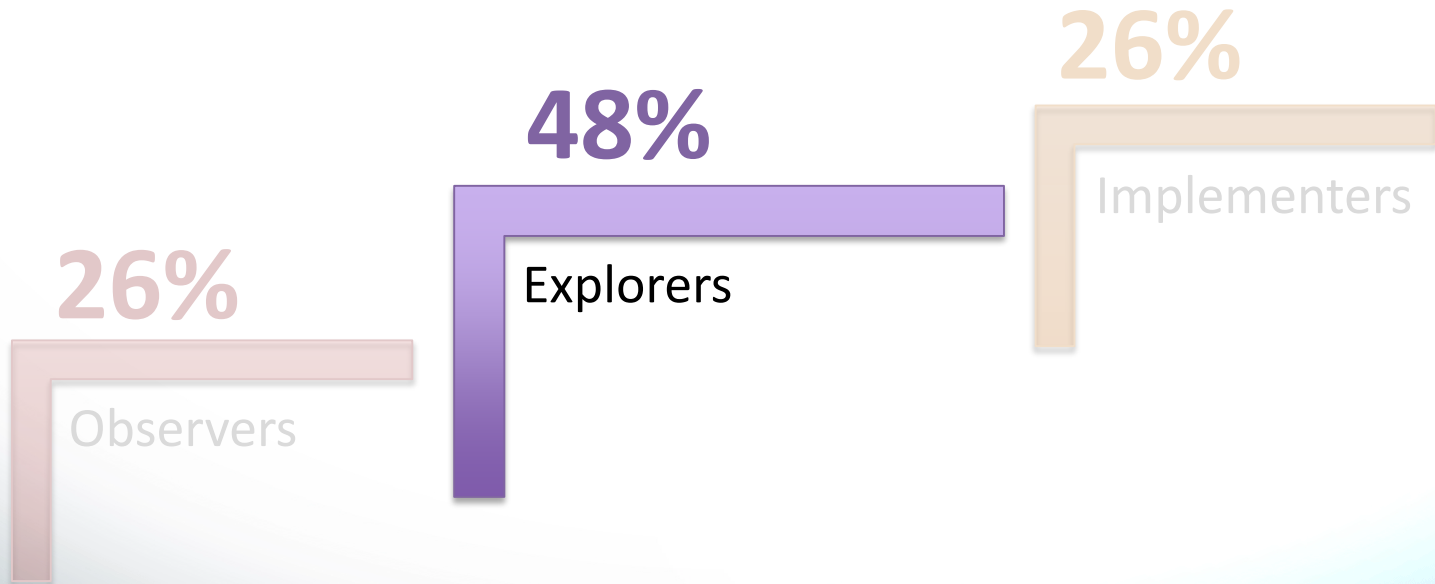
Observing is important
but...you need to explore:



- Staying as an Observer is not viable
- Technology is constantly growing and improving quickly
- It's imperative to keep a pulse on AI



Explorers

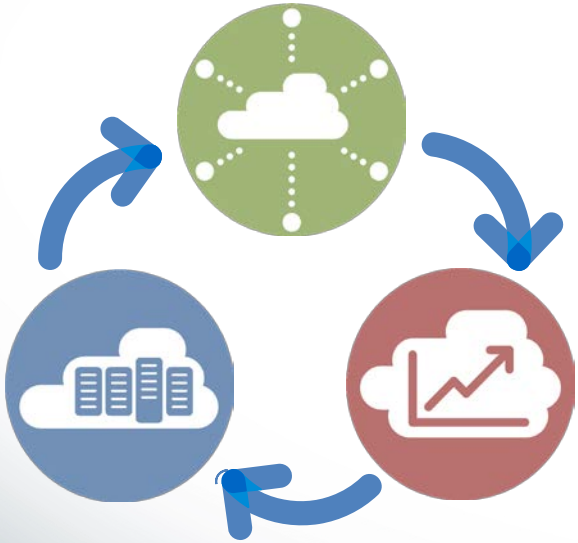




3 Key Activities



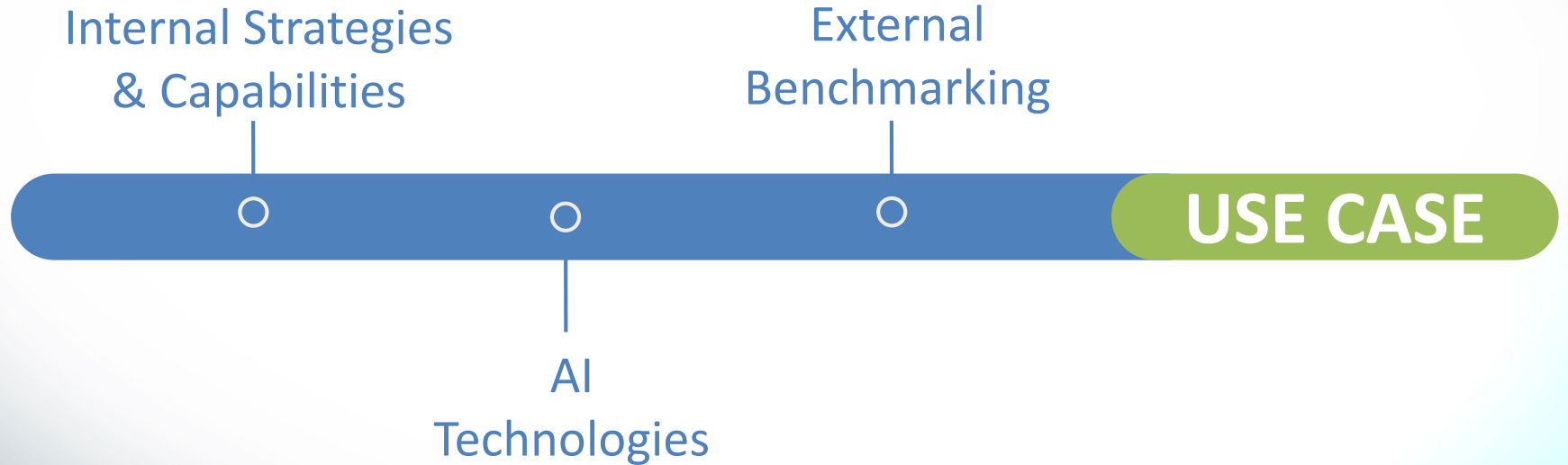
Data Management



1. Centralized Data Systems
2. Increase Data Collection
3. Tidy Data



Research





Vendor Considerations

 *TRUSTED SEEKER to help you answer:*



Will they **survive**?



Can they **deliver**?



Are they a good **fit**?



Pilots

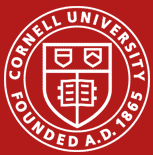
System
Integration

Vendor &
Technology
Fit

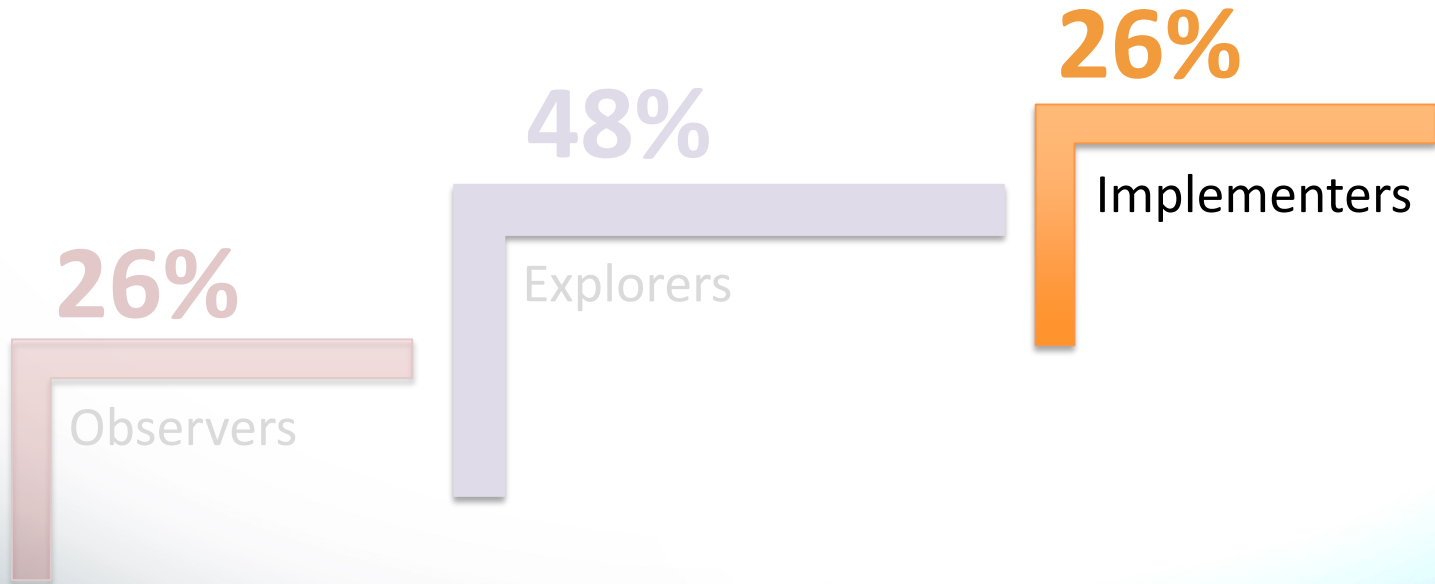


Implementation
Potential

User
Experience



Implementers



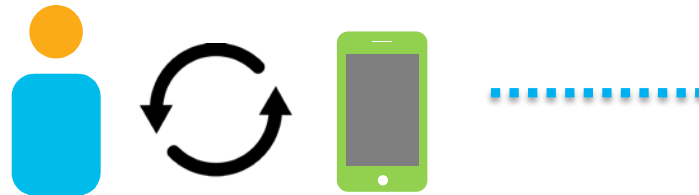
What's Been Implemented

Talent
Acquisition



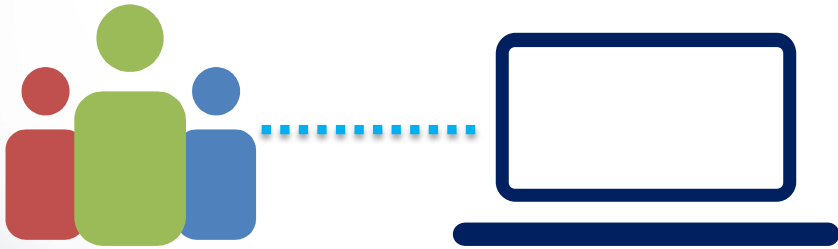
Meaningful
Time Allocation

Learning and
Development



Unleashing Employees'
Natural Curiosity

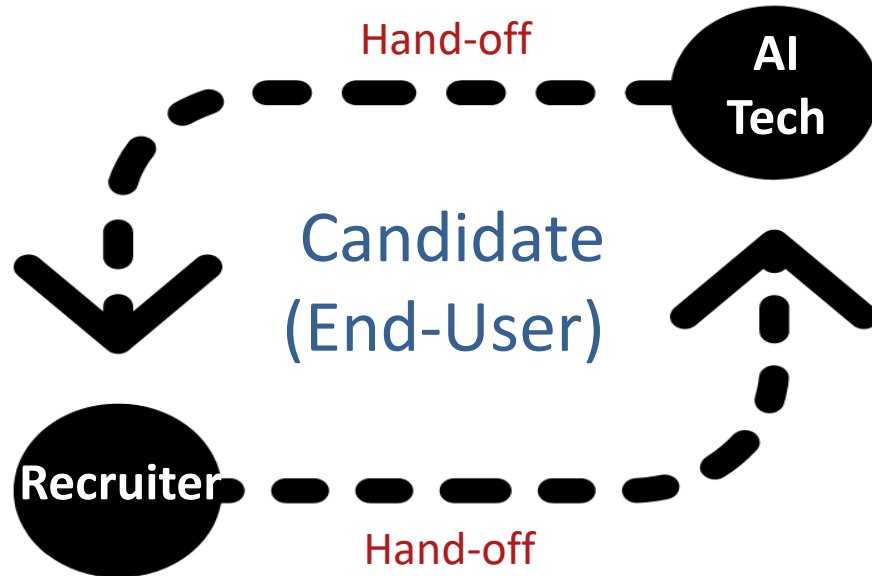
Implementation to Adoption

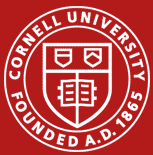


- Attractive and Compelling
- Resolve Pain Points
- Understand the True Employee Narrative

Seamless Transitions

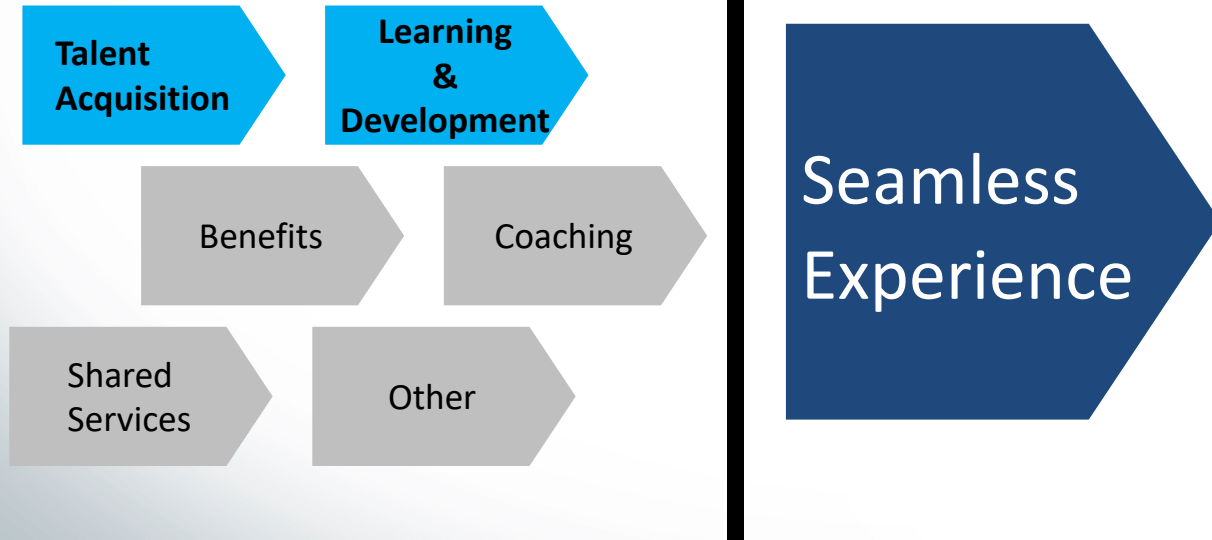
**Talent
Acquisition**





Ultimate Goal of Technology

Silos



Example:
One Enterprise
Chatbot



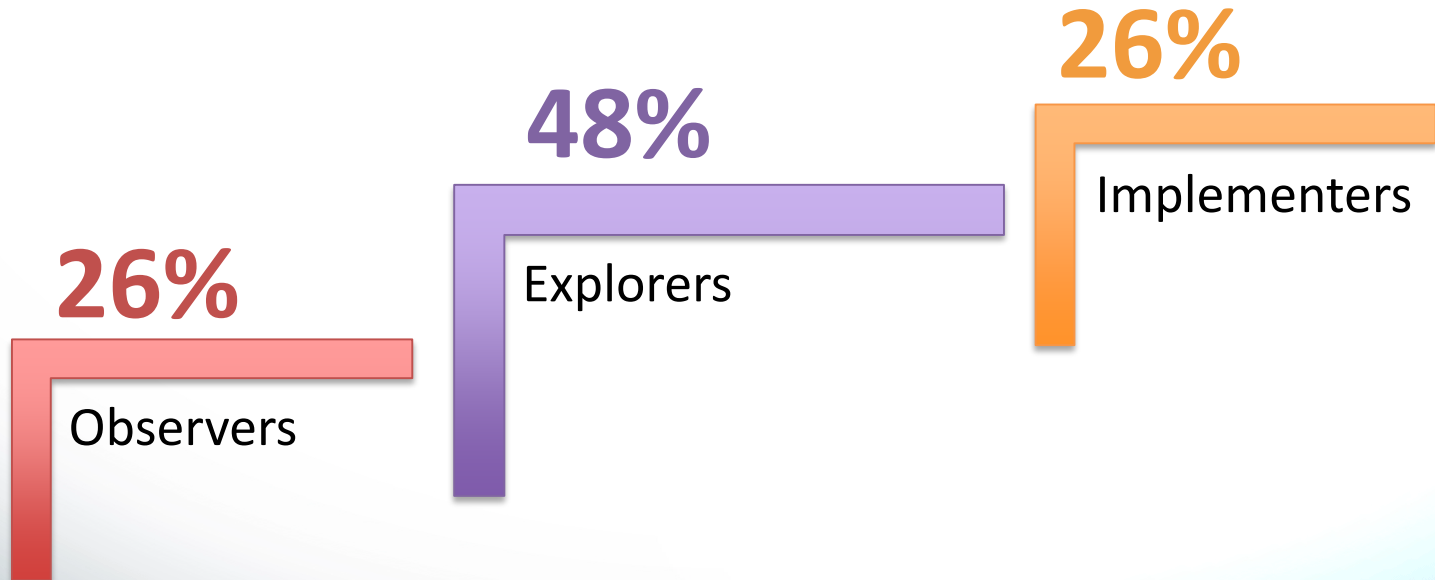
HR Lessons in Adoption



Consumer Driven Process and Experience



Spectrum of AI in CAHRS





Challenges



Consistency



Data Privacy and Collection



Global Considerations

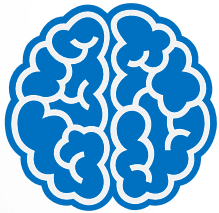


Breadth and Depth



ROI/ Funding

Takeaways



AI is Here



Pioneers or Captives



Human in
Human Resources