What's Next with AI: Where We Are, Where We're Going, and Best Practices

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October 22, 2024 | HR+AI 2024
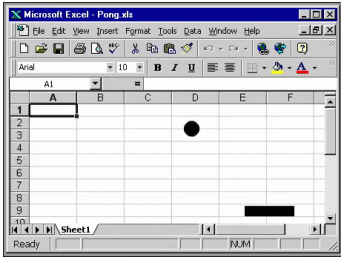
Hi!
I'm Gianna.
I'm a human.

Agenda

01 **Where We Are**

02 **Where We're Going**

03 **Best Practices**

How did we get here?

1990s

Spreadsheets, clunky systems

2000s

Some systems, manual data entry

2020s

Strategic HR and AI

Real talk: Where Are We With AI, *like for real?*

01

Nascent industry.

02

Disruptive, but here to stay.

03

Answers?

Where are we going?

What's ahead for Talent Acquisition?

Predictive analytics

Candidate experience of the future

Video interviewing & emotion/sentiment analysis

Reducing bias

Best Practices Using AI

Pre-step: Create an AI Committee comprised of cross-functional business stakeholders, HR, security, IT, Legal, and Compliance

Tasks

- Repetitive
- Logical "if/then"
- Large data ingestion

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- Internal advocates and champions
- Focus on time-savings and efficiencies
- Internal education and enablement

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Integrate AI

- Make AI work for you and your processes

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Meta-solutions

- Move beyond tasks and think about systems. We want to create value by solving more complex problems with AI.

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Getting Started: Tasks Where AI Can Help

01 Job Descriptions

02 Sourcing

03 Candidate Outreach Emails

04 Inbound application review

05 TA Bot

06 Interview Transcription

07 Augmented screening

08 Debrief summaries

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Buy-In: Internal Education + Enablement

Education

- **Bi-weekly Lunch & Learns**
- **Self-Serve Resources**
- **AI Learning Circles**

Sharing AI Success

- **Socialization of best practices**
- **Shared AI Prompts**
- **Share Successes**
- **Appoint internal AI SMEs**

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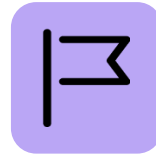
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Integrate AI

Make it work for YOU

When we integrate AI into our processes, there is a ton of power in removing the parts of our job that we don't want or need to be doing. Start with:

- What problems are you trying to solve?
- What are parts of your job you'd love to automate or outsource to AI?
- What functionality already exists in your current stack?

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Meta-Solutions

Systems thinking.

AI often starts as a way to complete specific tasks. The lasting value of AI is in thinking about ecosystems and solving real problems.

Examples:

- Leveraging powerful data across the entire employee lifecycle to better understand performance
- Seamlessly connecting our technology and processes to drive better outcomes for our leaders, employees and admins
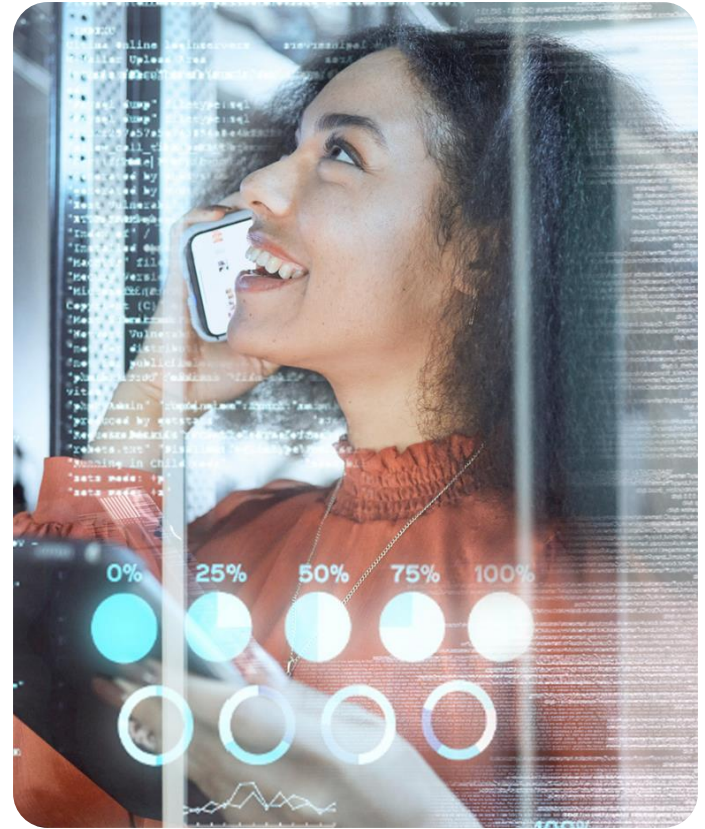
Let's recap

01

Nascent industry

02

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No one has all the "right" answers

Game Changing!

AI is enabling TA teams to be more effective, improving our ability to efficiently hire top talent, and enhancing the candidate experience.

How AI can positively impact our teams
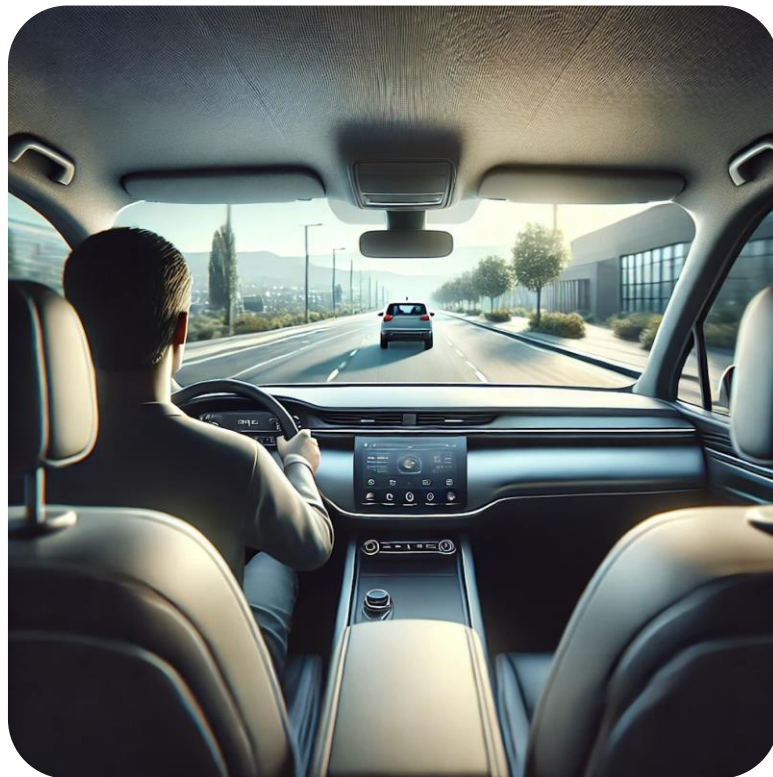
Shift the mindset

AI is not the villain. It's a tool that allows us to automate the things we don't like doing

Embrace change

Leverage AI to drive better hiring practices, increase innovation, and encourage a learning-rich culture

YOU are in the Driver's Seat!

What we talked about!

01   **Where We Are**

02   **Where We're Going**

03   **Best Practices**

Thanks!

Gianna Driver | CPO, Lattice

Q&A

Let's talk about **YOU**!