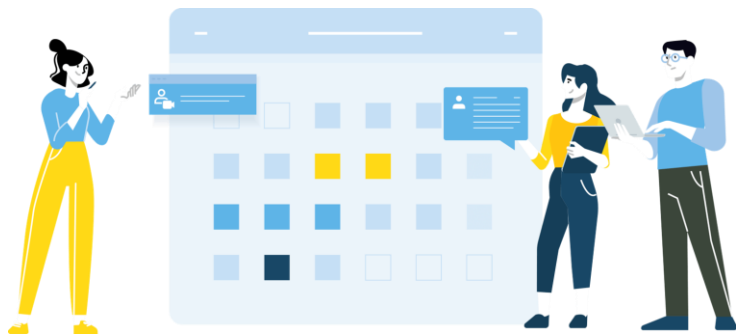


# Human Touch vs. Machine Precision



**Ross Mahaffey | 2024**



## **01.** **Context**

How did we get here?

## **03.** **0 to 1**

Creating a path to  
become *AI powered*

## **02.** **Assumptions**

Separating fact from  
fiction

## **04.** **Rebirth of Recruiting**

Recruiting Swan Song,  
Our Roles as Leaders

## Some Background

### **Value of Recruiting**

Driving force for economic growth


### **Economic Cycles**

Recession > ZIRP > Cloud & Mobile > Great Resignation > AI

### **Golden Age of Recruiting**


November 2022 - ChatGPT launched

# The Current State of AI in Recruiting

 LinkedIn · Mark Lurie Goldstein, CPA  
10+ reactions · 1 year ago


### Will AI Replace Recruiters in the Future? I asked ChatGPT ...

In summary, AI can automate several recruiting functions, but it is unlikely to make recruiters redundant. Recruiters will still be needed to ...

 Cornerstone  
<https://www.cornerstoneondemand.com> > article > ai-wo... :

### AI Won't Replace Recruiters, But It Will Make Them Better

AI Won't Replace Recruiters, But It Will Make Them Better · 1) Automating Resume Screening · 2) Enhancing Candidate Engagement · 3) Augment Online Interviews.

 Talentful  
<http://www.talentful.com> > Content Hub :


### How AI Will Change The Future Of Recruitment

A recent survey found that 42% of recruiters believe AI will enable them to be more strategic in their roles. And this makes sense: the ability to outsource ...

 Phenom  
<https://www.phenom.com> > blog > recruiting-ai-guide :


### AI Recruiting in 2024: The Definitive Guide

Mar 14, 2024 — It's also important to note that AI should be considered as an assistant or advisor to recruiters — it does not replace the need for human ...

 Merritt Recruitment  
<https://www.merrittrecruitment.com> > blog > 2024/08 :

### Will AI Replace Recruiters?

Aug 7, 2024 — It is clear that AI is going to be very helpful in recruiting candidates with specialist technical backgrounds. It can streamline a whole range ...

 Recruiterflow  
<https://recruiterflow.com> > blog > ai-recruiting :

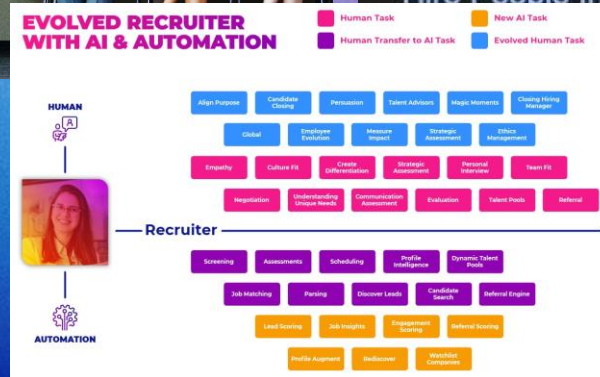
### AI Recruiting: The Complete Guide

As AI continues to automate and streamline various aspects of recruitment, there's a legitimate concern among recruiters about AI replacing them. While 96% of ...

## How Artificial Intelligence Is Revolutionizing Recruiting

Embracing the potential of AI in recruiting will create a new onboarding process.

By Jason Lamonica · May 1, 2024



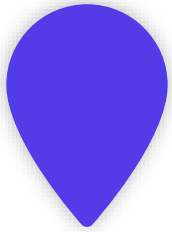
A Life After Layoff  
YouTube



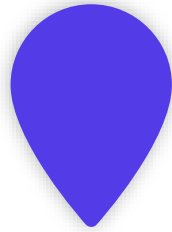
Employers Are Doubling  
Down On Using AI To  
Hire People In 2025

Doubling  
Hire In 2025.  
t in...

# Clarifying



**Recruiting is a Broad  
Category**



**Transactional  
Recruiting is *actively*  
being automated**



**Accelerated Change  
in Consultative  
Recruiting**

# How did we get here?



Recognizing Our  
Gaps



Criticisms and  
Constraints

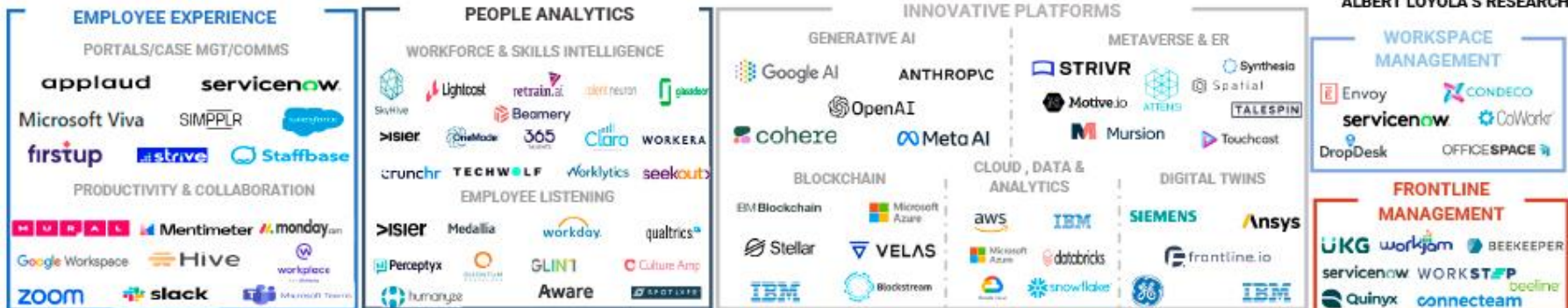


Disruption

# The HR Technology Ecosystem has Exploded...

Market Illustrative

ALBERT LOYOLA'S RESEARCH



## Leading Core HCM Platforms



## DIGITAL ADOPTION



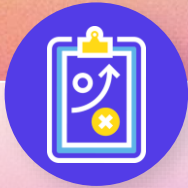
This layout is a representation of HR technology landscape only. There are more than 40K vendors in the ecosystem. They do not represent a recommendation as the best-fit tech. Some vendors are listed in more than one category due to their multi capability approach.  
Copyright 2023 Albert Loyola Research | All rights Reserved | Not for distribution | Licensed Material

## Assumptions

1. AI is not going to take a recruiters *job*
1. AI is not going to replace recruiters
1. Recruiting, as we know it, is ending
1. (Most) TA orgs are getting AI adoption wrong

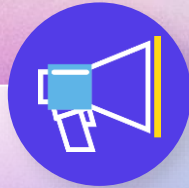


# Opportunities with Adoption (0 to 1)



## Lack of Clarity

Prescriptive on usage



## Learning & Enablement Gaps

Paradigm shift, Critical thinking



## Systems Thinking

Inputs, processes and outputs

# AI in Talent Acquisition Maturity Model

## Developing

*Eager but overwhelmed. No current strategy to leverage AI. Lacks clear intent, hindering the ability harness AI's potential. Prompting abilities remain at a foundational level, with significant room for growth in both understanding and application. Focus is on building clarity, refining intent, and advancing capabilities to better integrate AI-driven solutions into talent processes*

## Tactical

*Deliberate strategy aimed at maximizing productivity, with a strong emphasis on hiring effectiveness throughout the hiring process. Skilled in prompting and tool utilization, honed through hands-on experience as an individual contributor. Expertise in selecting tools aligned with short-term (under 12 months) hiring and talent strategies.*

## Driven, Collaborative

*Clear strategy, measurement, and selection process to enhance end-to-end hiring process. Precise guidance on use cases and intent to meet talent objectives. Fosters enhanced collaboration and leverages advanced prompting capabilities at the enterprise level. Drives consistent process improvements through automation, connected to a multi-year talent strategy.*

## Strategic, Powered

*Tool selection, implementation and usage tightly aligned with processes to continuously enhance quality of hire. Expert-level prompting along with extensive libraries for skill redevelopment. Directly impacts long term talent and enterprise level financial objectives.*

**Tool Usage, Cost**

**Productivity, Speed of Delivery**

**Efficiency, Cost Effectiveness**

**Quality of Hire, Financial Outcomes**

## Rebirth > Talent Advisors

*A strategic recruiting professional who delivers value **beyond filling jobs**. At their core, talent advisors are strategic influencers who see the company as their customer, the hiring manager as their partner, and **speed, quality, and diversity** as their measures of success.*

# Our Roles as Leaders



**Agents of  
Change**



**Focus on Solving  
New Puzzles**



**Don't Maintain -  
Elevate!**



**Ross Mahaffey**

Director, Talent Acquisition



**Connect  
with me!**