



THE FUTURE IS NOW: AI'S GROWING ROLE IN HR



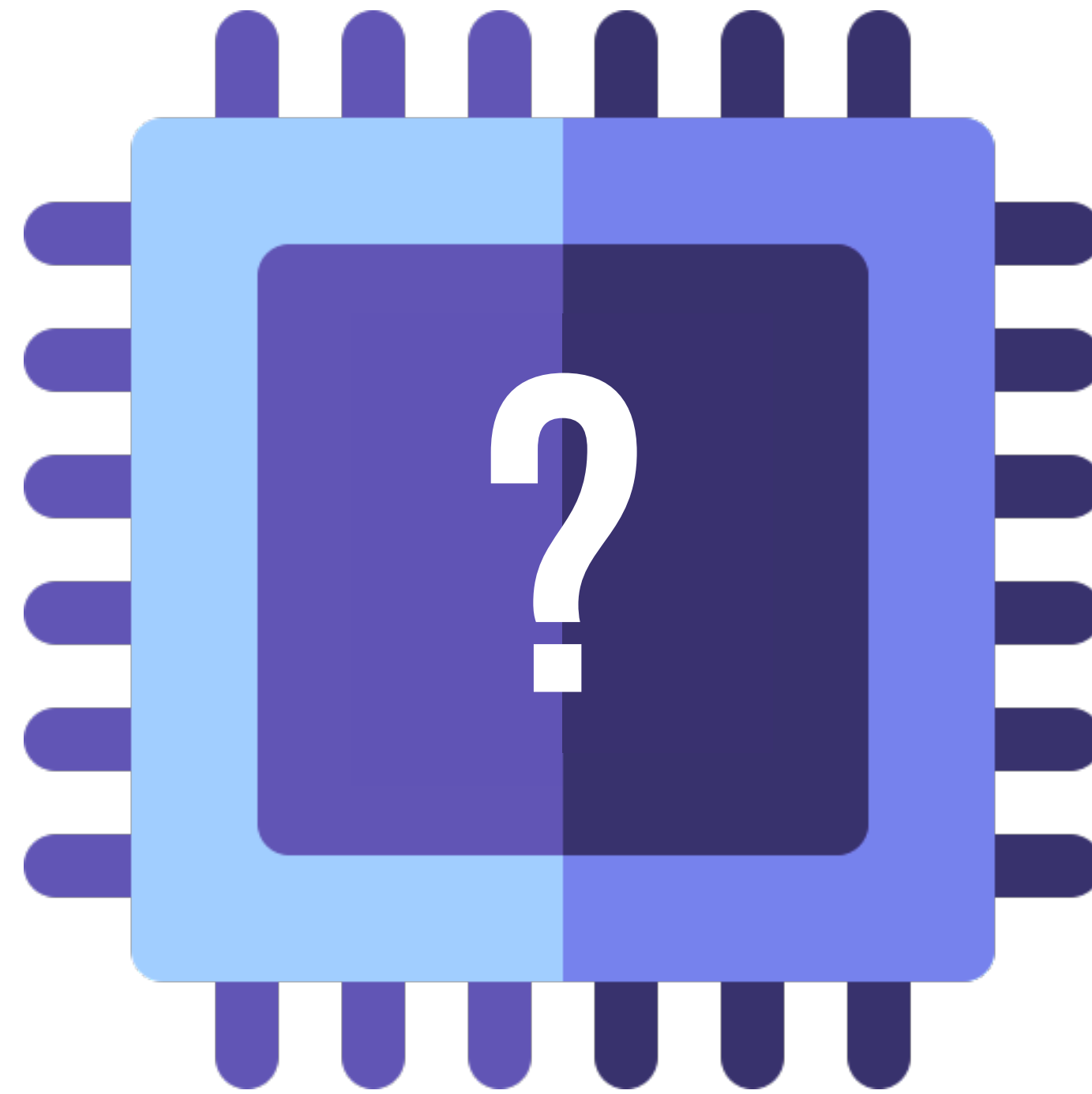
GEOFFREY KLEIN
AI HUMANIST, BEST-SELLING AUTHOR



HOW WE DOING?



HOW OFTEN DO YOU USE AI FOR WORK?



CURRENT AI IS THE WORSE AI WILL EVER BE

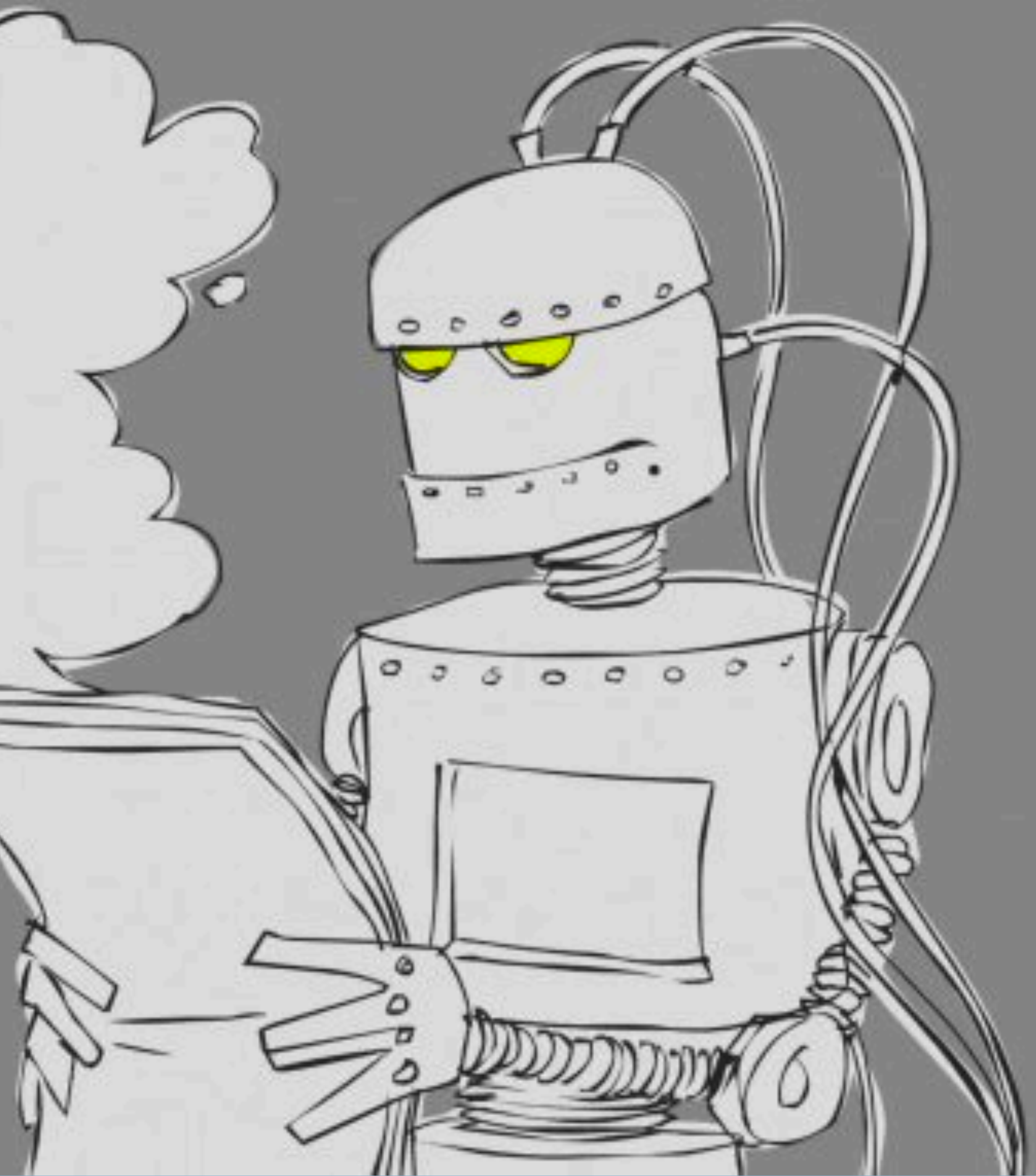


A FEW HIGHLIGHTS OF AI HISTORY

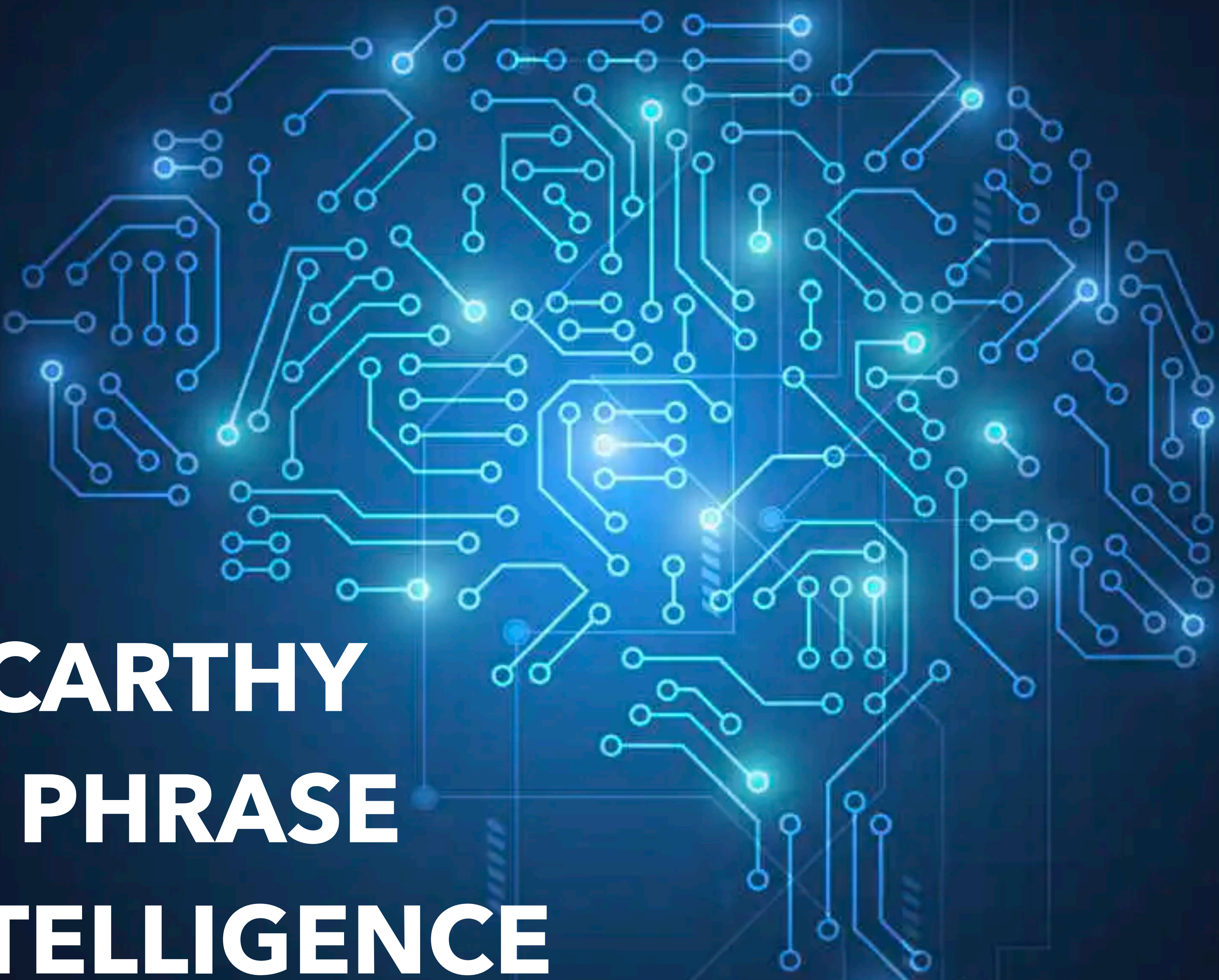


**CAN A
COMPUTER
TALK LIKE A
HUMAN?**

THE TURING TEST
(1950)



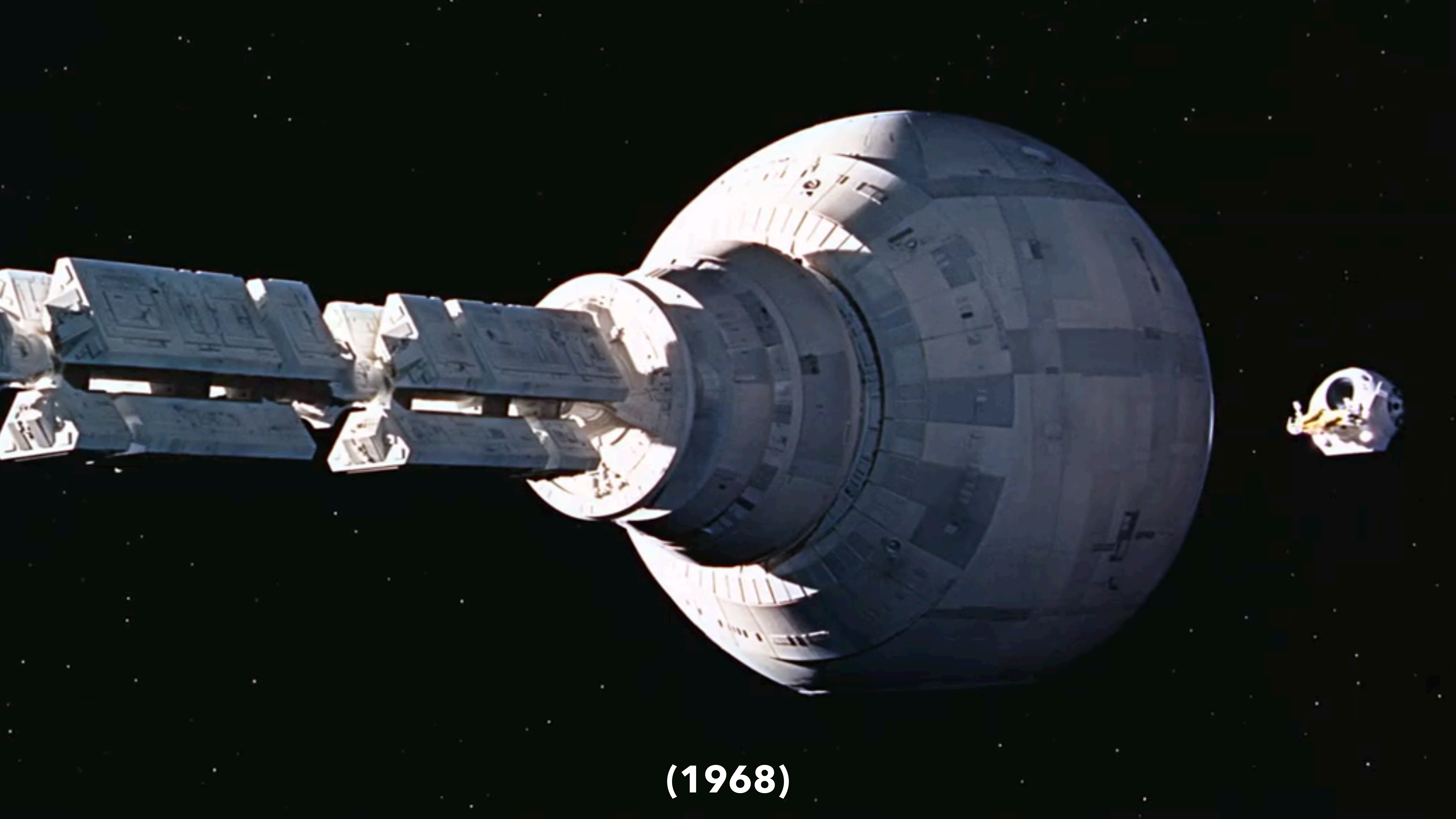




**JOHN MCCARTHY
COINS THE PHRASE
ARTIFICIAL INTELLIGENCE
(1956)**

FIRST CHATBOT ELIZA, A NATURAL LANGUAGE PROCESSING COMPUTER PROGRAM, DEVELOPED BY MIT PROFESSOR JOSEPH WEIZENBAUM (1966)

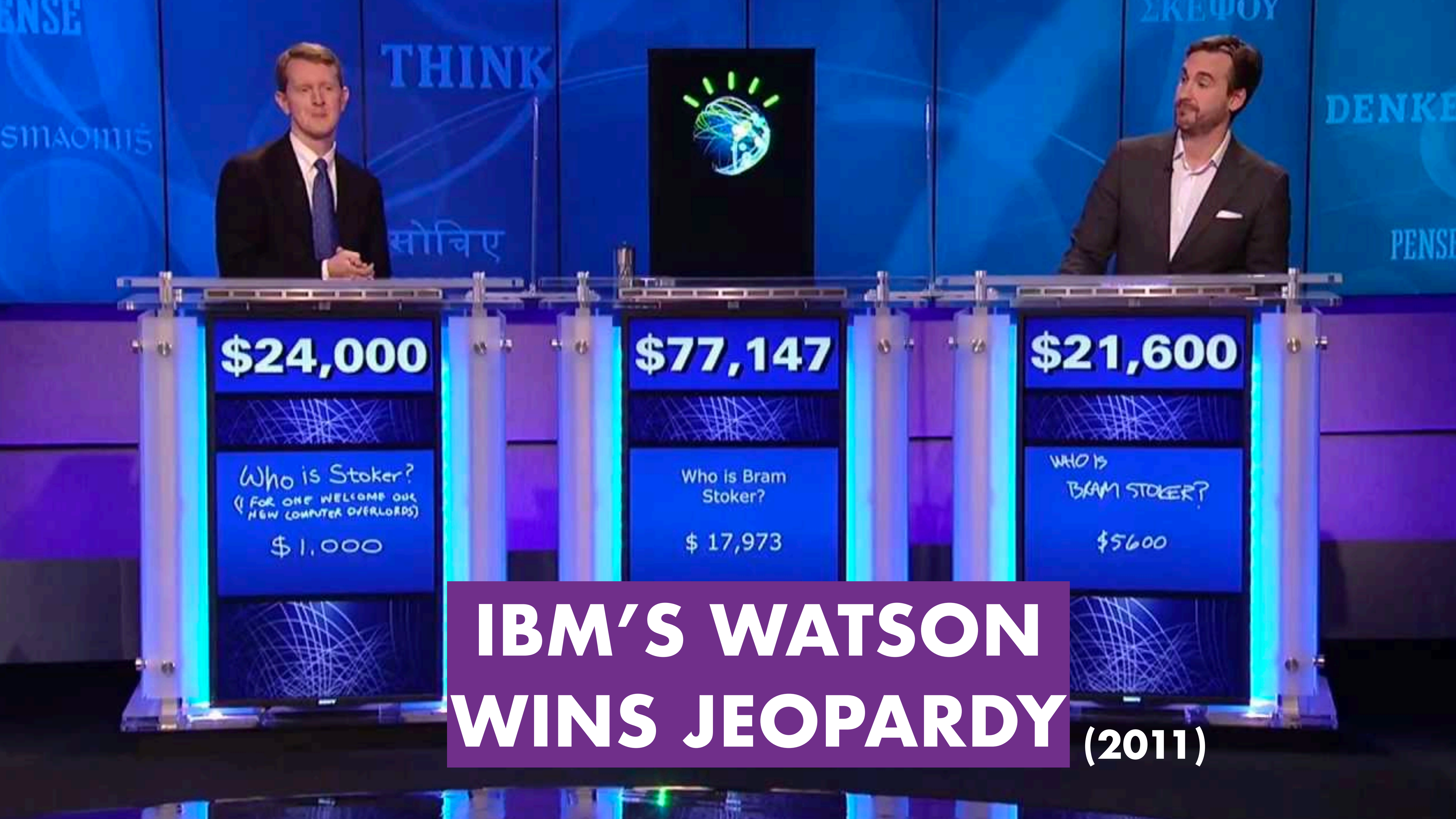
Human: Men are all alike.
ELIZA: In what way?
Human: They're always bugging us about something.
ELIZA: Can you think of a special example?
Human: Well, my boyfriend made me come here.
ELIZA: Your boyfriend made you come here?
Human: He says I'm depressed much of the time.
ELIZA: I'm sorry to hear that you are depressed much of the time.
Human: It's true. I'm unhappy.
ELIZA: Do you think coming here will help you not to be unhappy?
Human: I need some help, that much seems certain.



(1968)

IBM'S DEEP BLUE DEFEATS GARRY KASPAROV (1997)





\$24,000

Who is Stoker?
(I FOR ONE WELCOME OUR
NEW COMPUTER OVERLOADS)
\$1,000

\$77,147

Who is Bram
Stoker?
\$17,973

\$21,600

WHO IS
BRAM STOKER?
\$5600

**IBM'S WATSON
WINS JEOPARDY (2011)**



Hey Siri
(2011)

amazon **echo**

(2014)



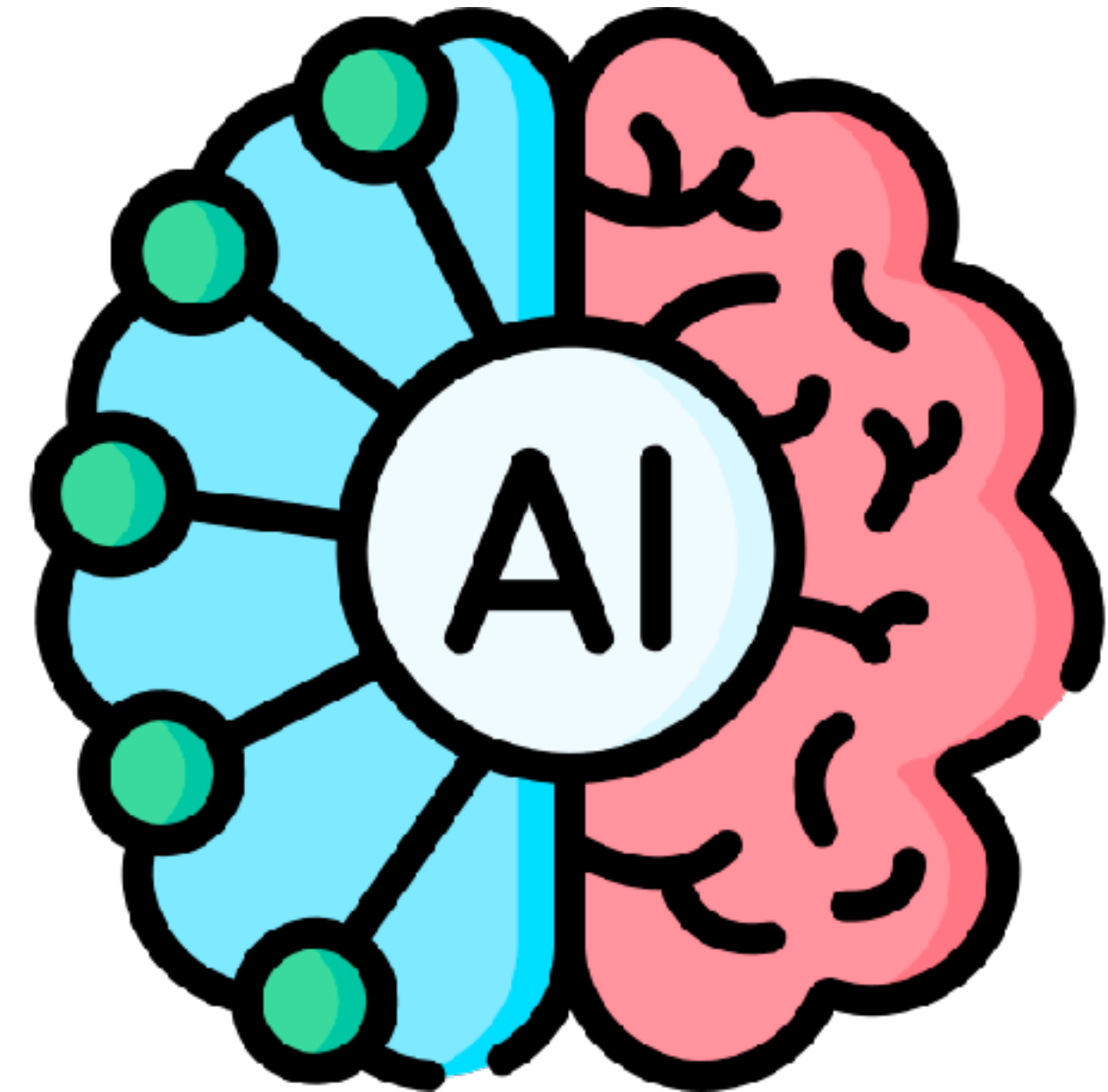
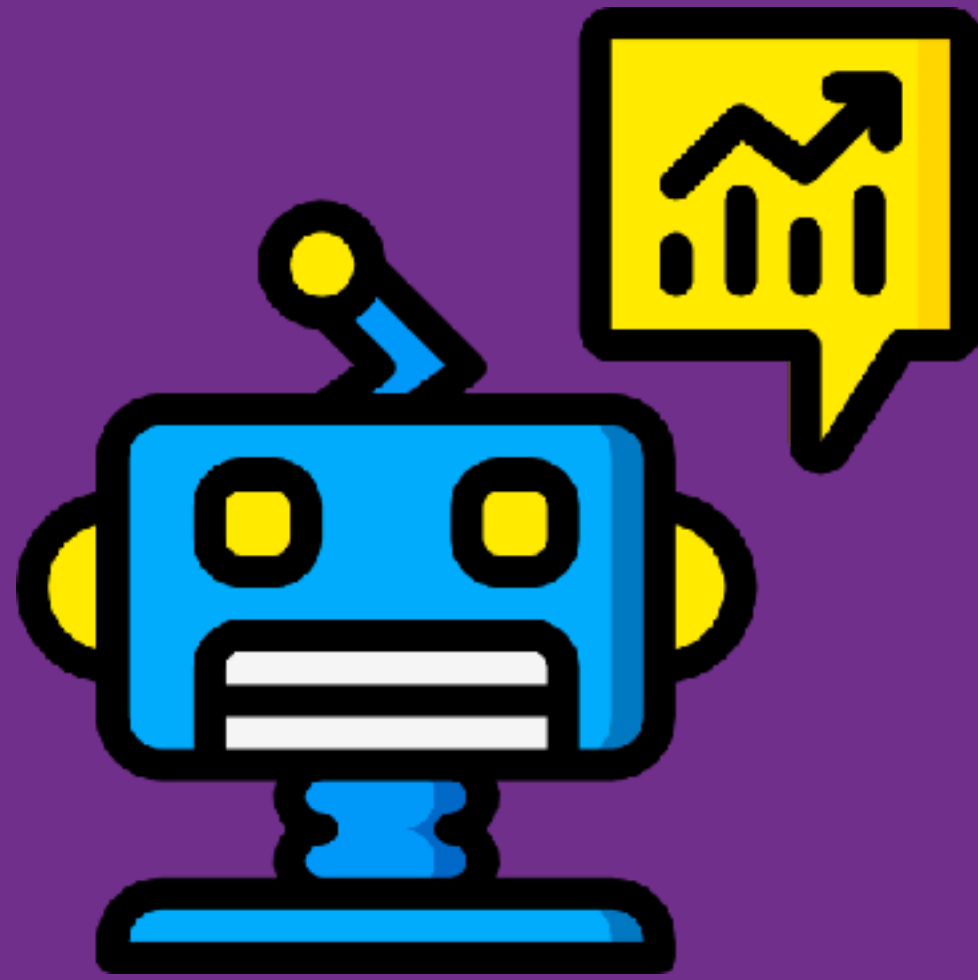


 OpenAI

ChatGPT

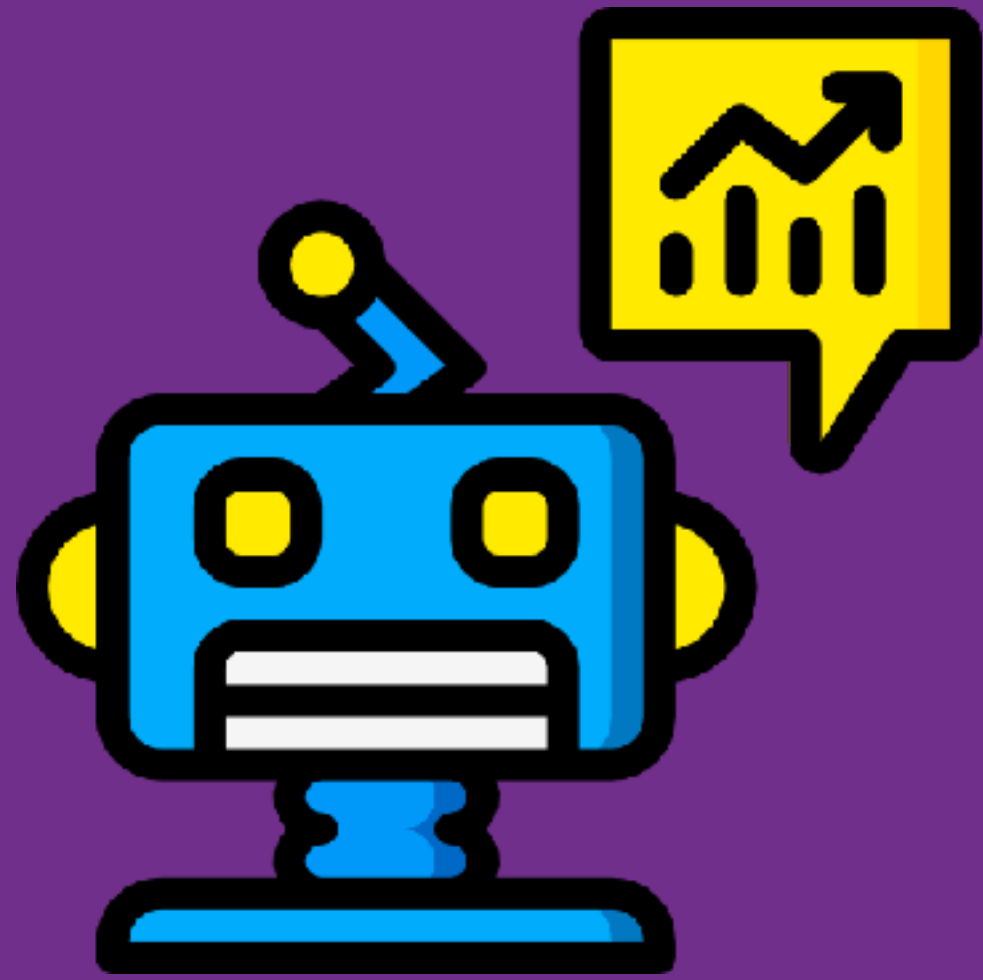
(2020)

TYPES OF AI

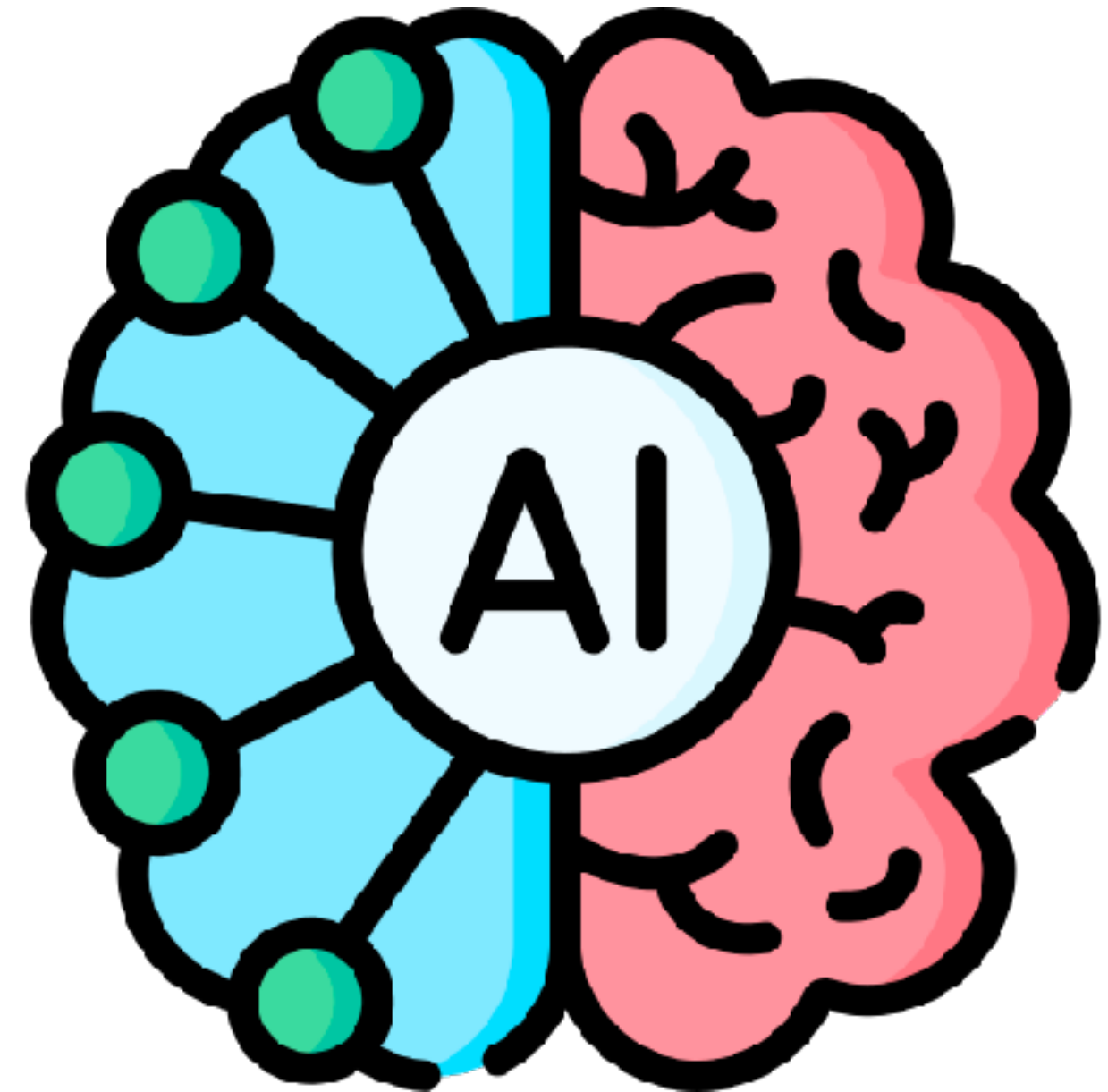


TYPES OF AI

Predictive

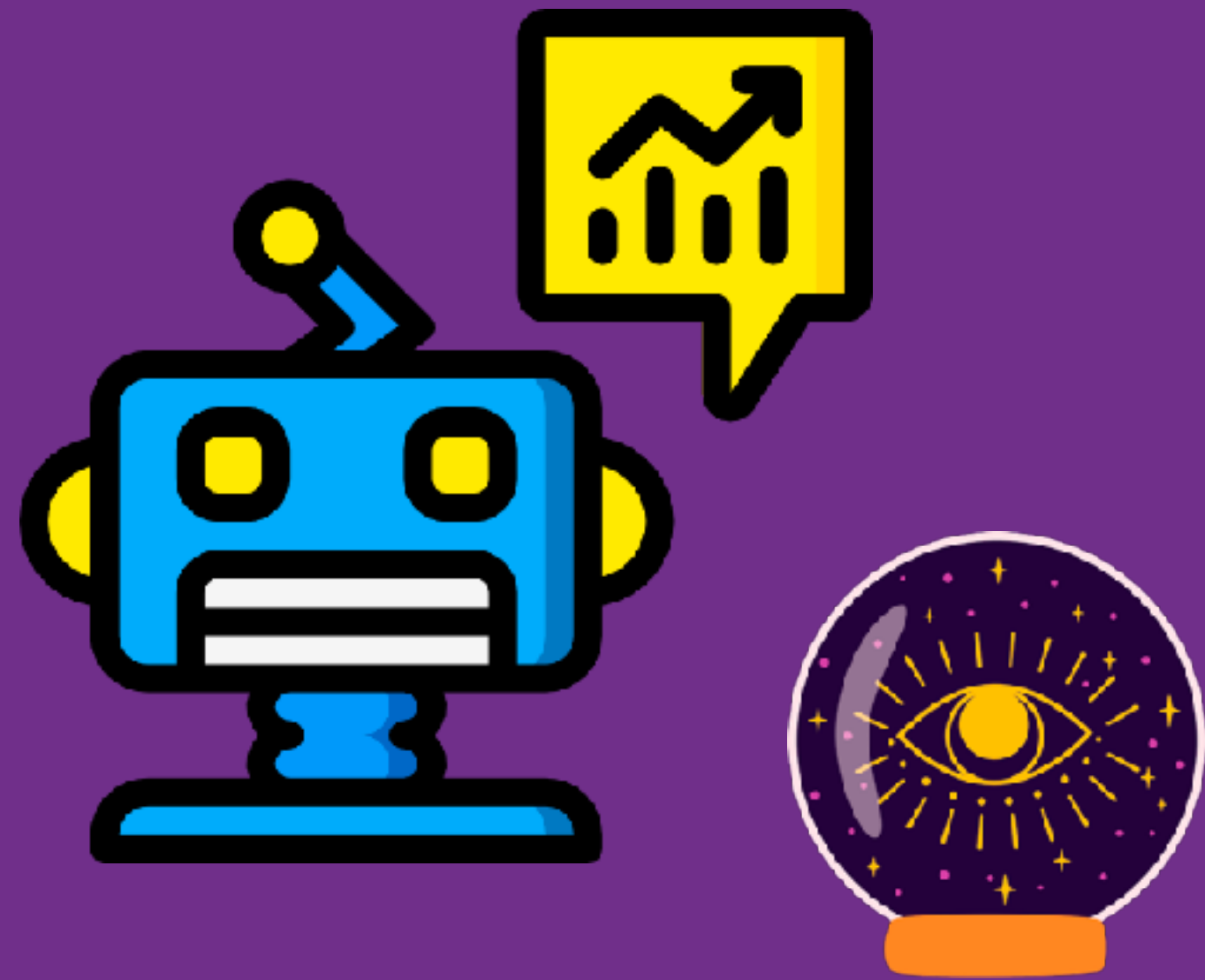


Generative

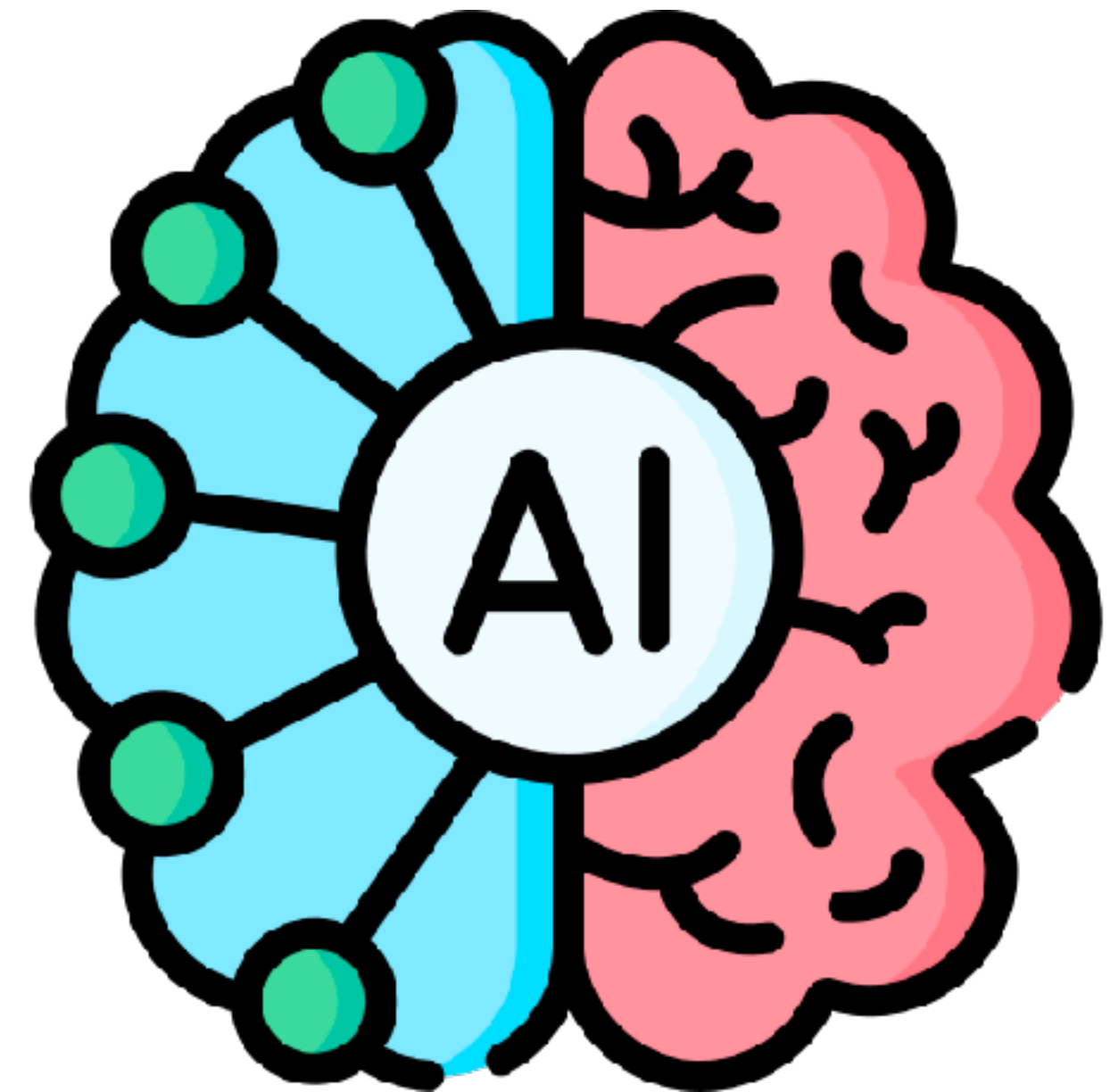


TYPES OF AI

Predictive

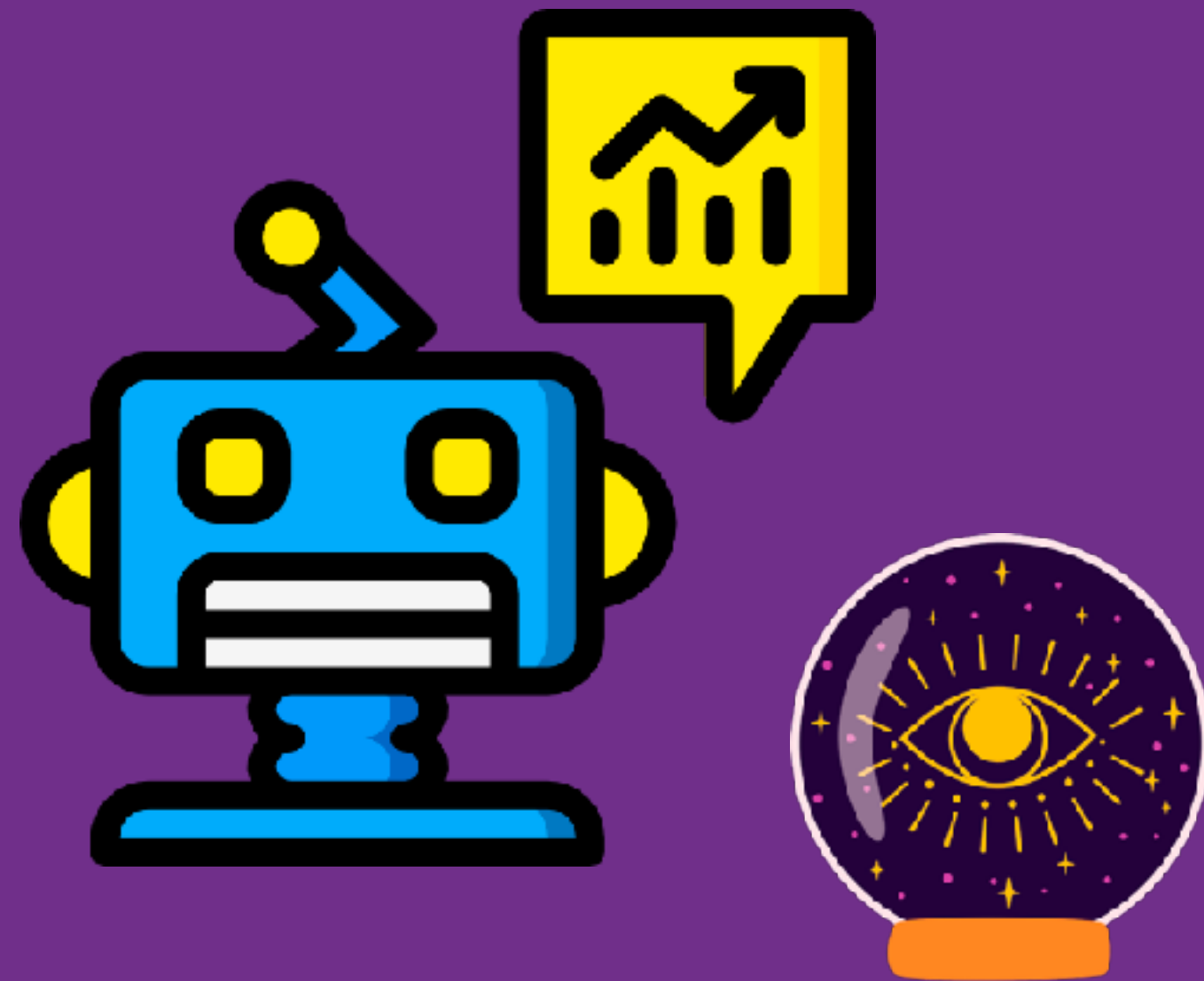


Generative



TYPES OF AI

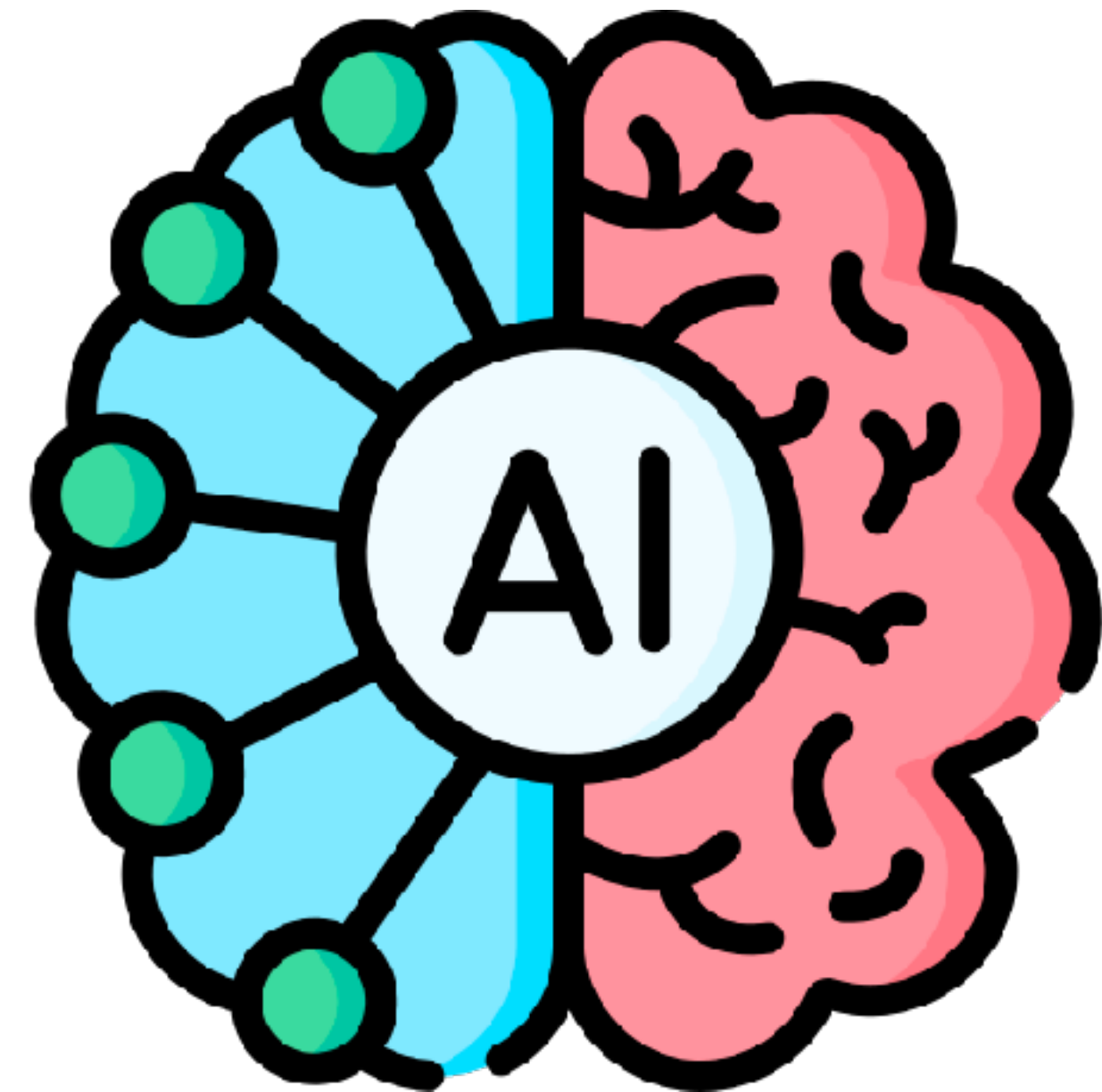
Predictive



NETFLIX

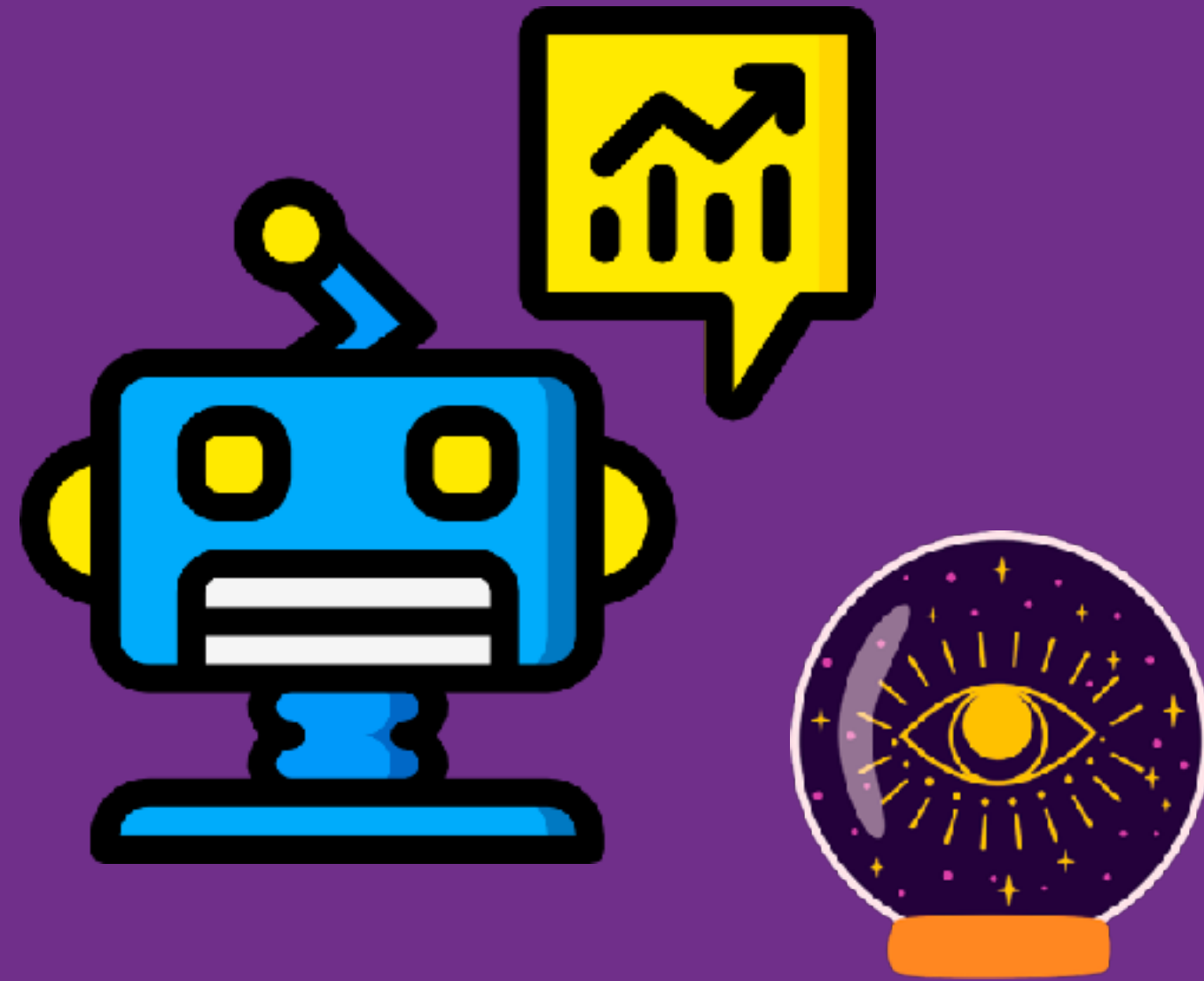
amazon

Generative



TYPES OF AI

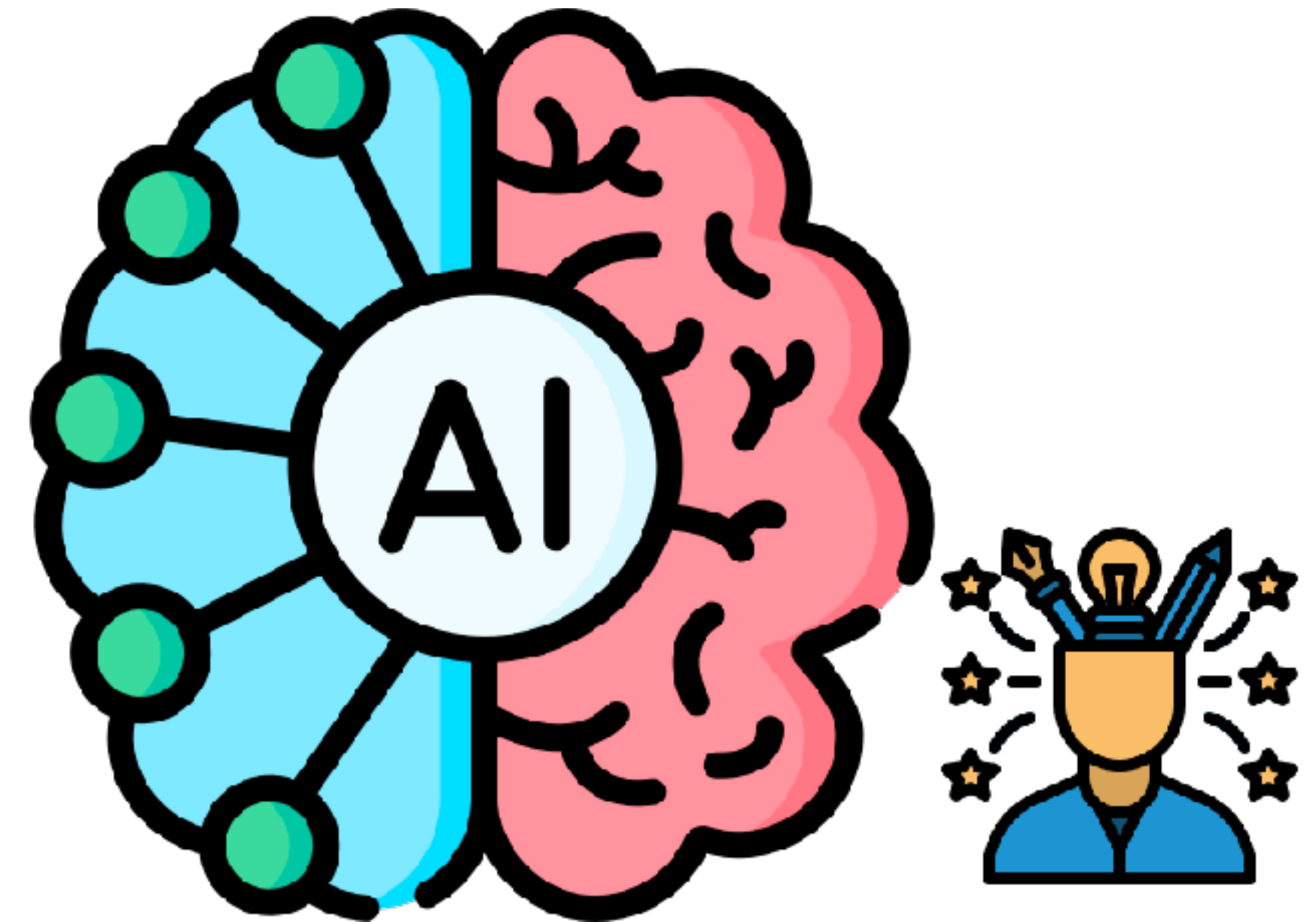
Predictive



NETFLIX

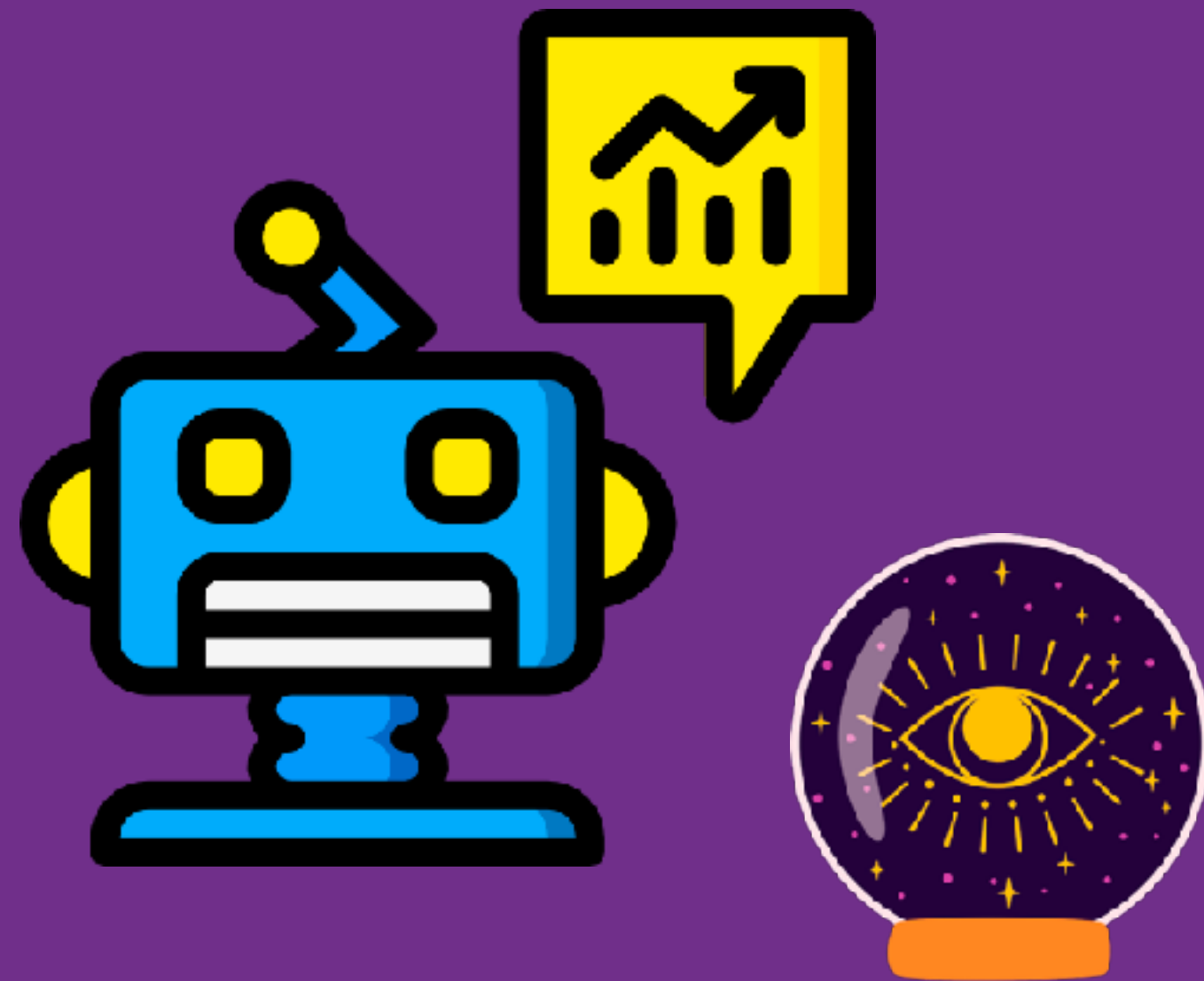
amazon

Generative



TYPES OF AI

Predictive

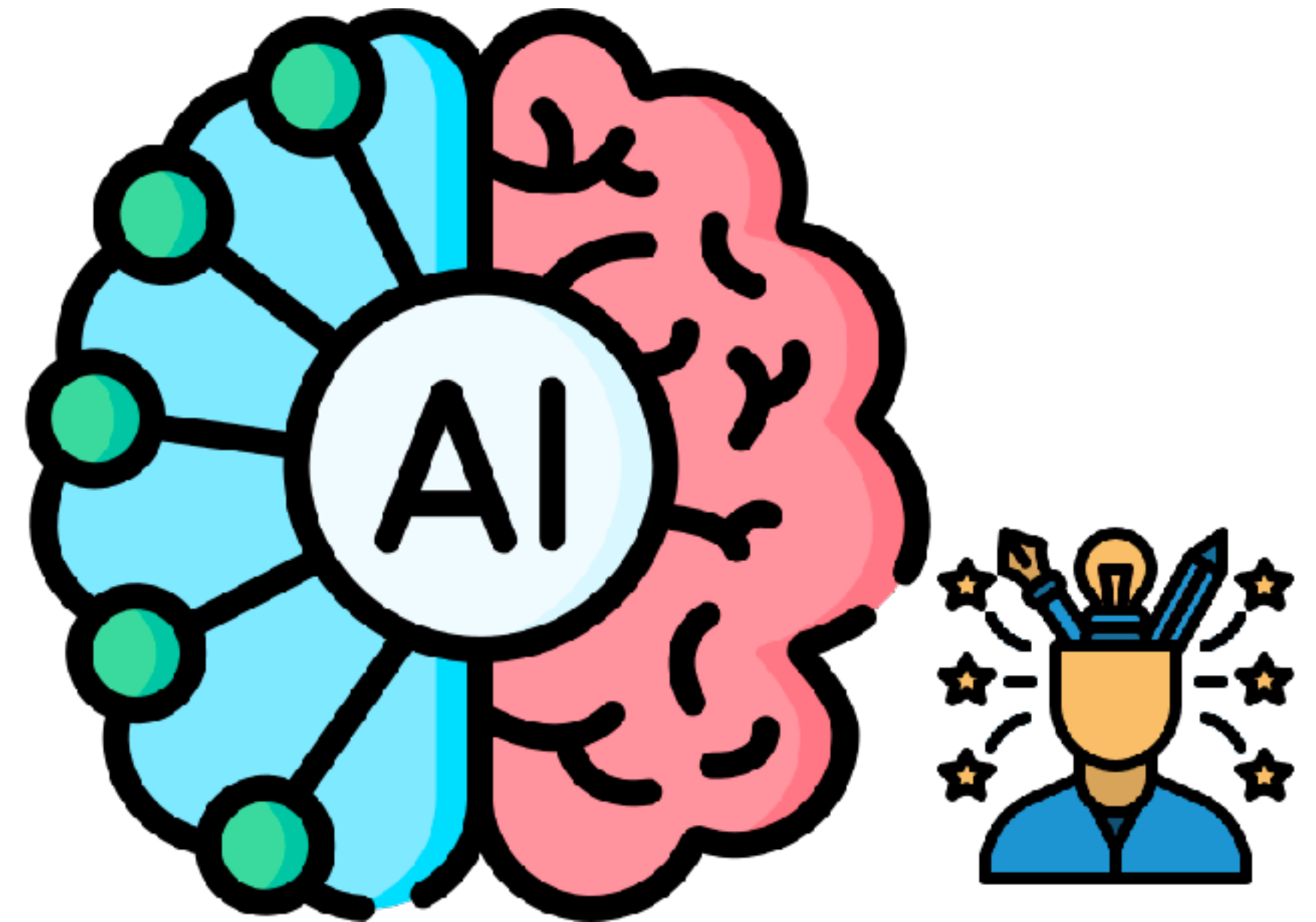


Spotify®

NETFLIX

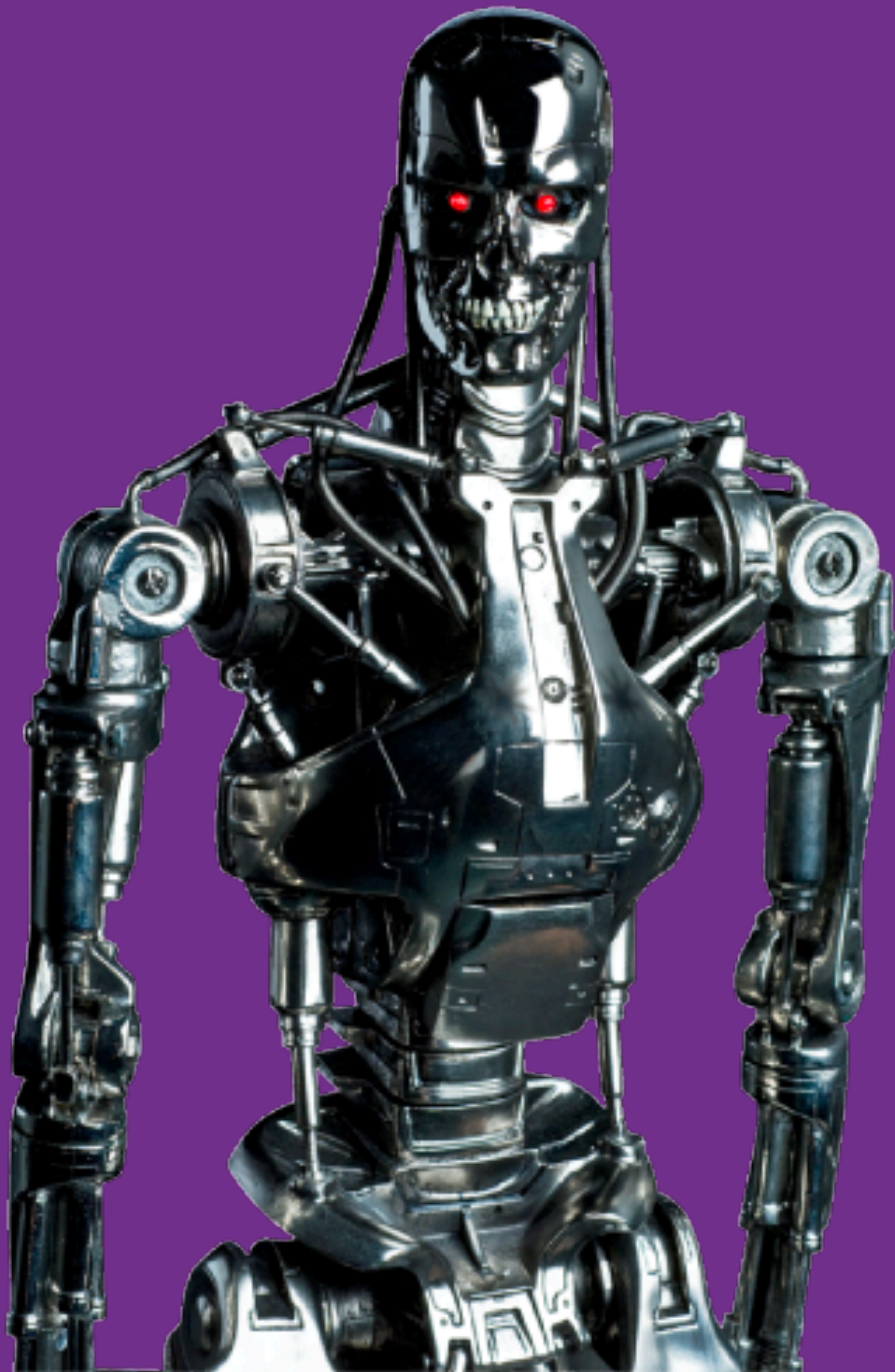
amazon

Generative



Gemini





ARTIFICIAL GENERAL INTELLIGENCE (AGI)



ARTIFICIAL GENERAL INTELLIGENCE (AGI)



HUMAN RESOURCES MEETS AI RESOURCES

**40% OF JOBS WILL BE
IMPACTED BY AI**

SOURCE: IMF

**60% OF JOBS IN
ADVANCED ECONOMIES
(THAT'S US)
WILL BE IMPACTED BY AI**

SOURCE: IMF

JOB LOSS

OR

JOB ENHANCEMENT?

THREE TYPES OF MODERN COMPANIES



THREE TYPES OF MODERN COMPANIES



AI NATIVE

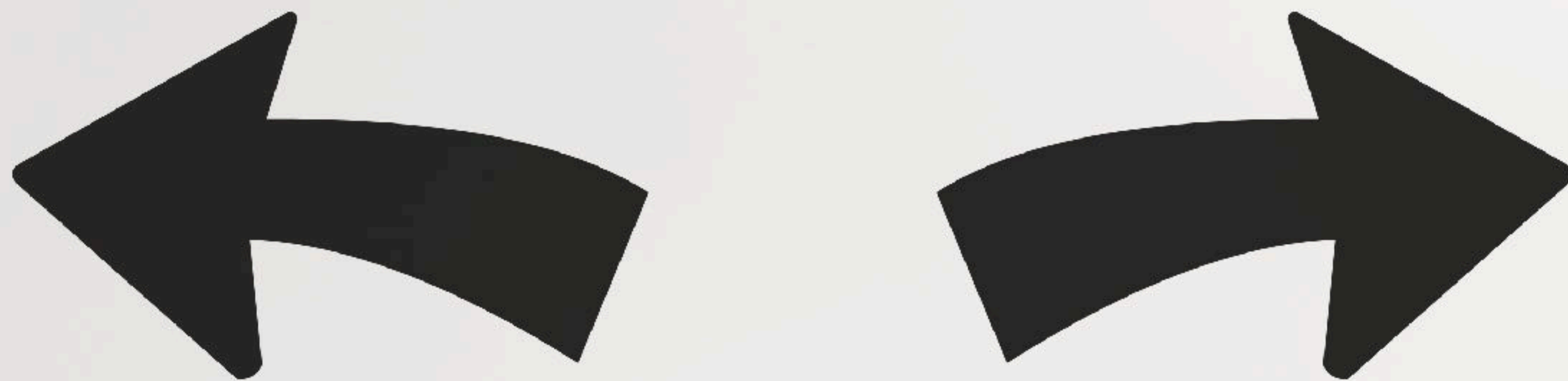
THREE TYPES OF MODERN COMPANIES



AI EMERGENT

THREE TYPES OF MODERN COMPANIES









75% of knowledge workers use AI
AND
78% are bringing their own
AI tools to work.

SOURCE: MICROSOFT/LINKEDIN

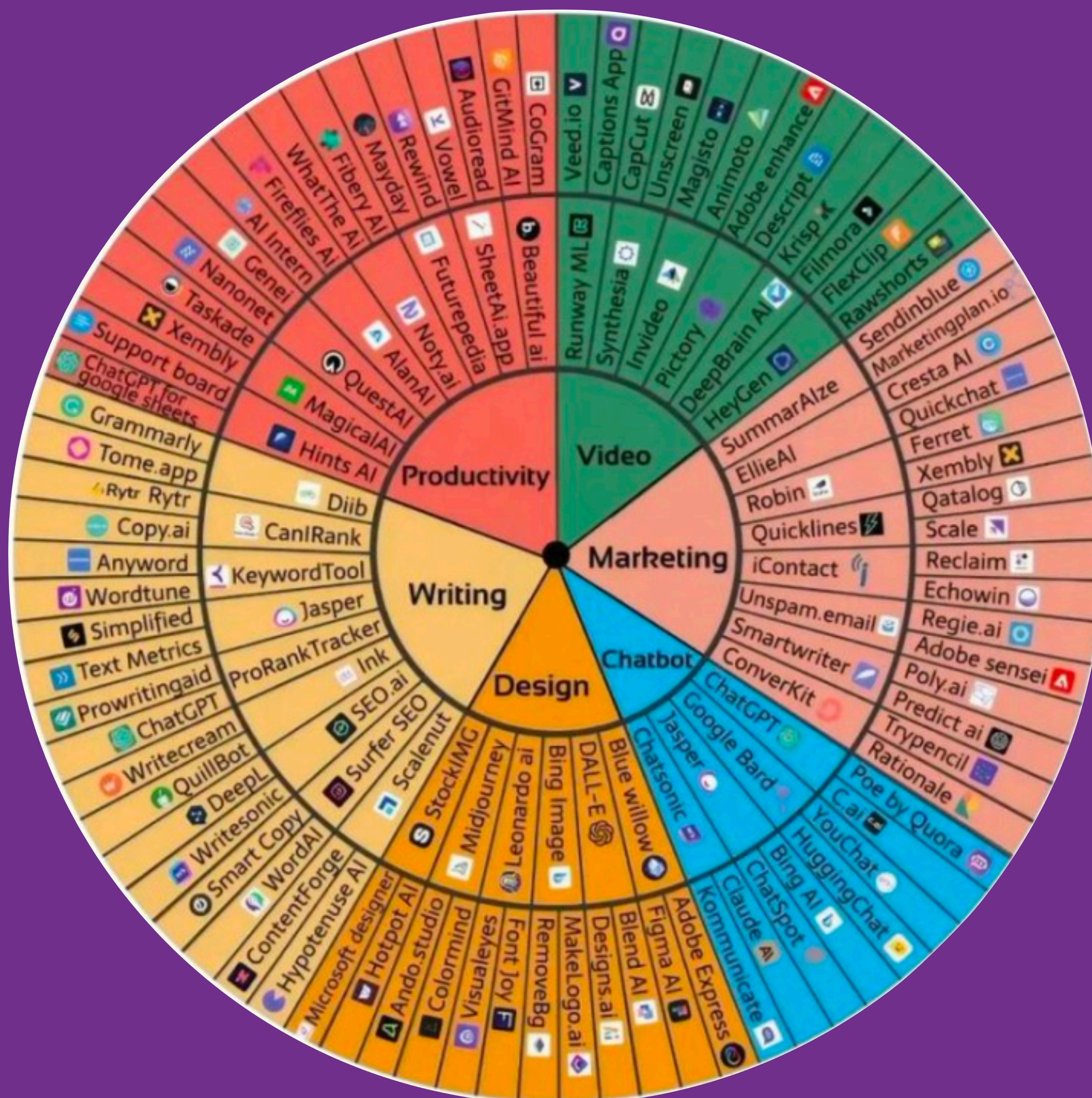


WHERE'S MY ROI??



ARE YOU EXPERIENCING AI OVERWHELM?

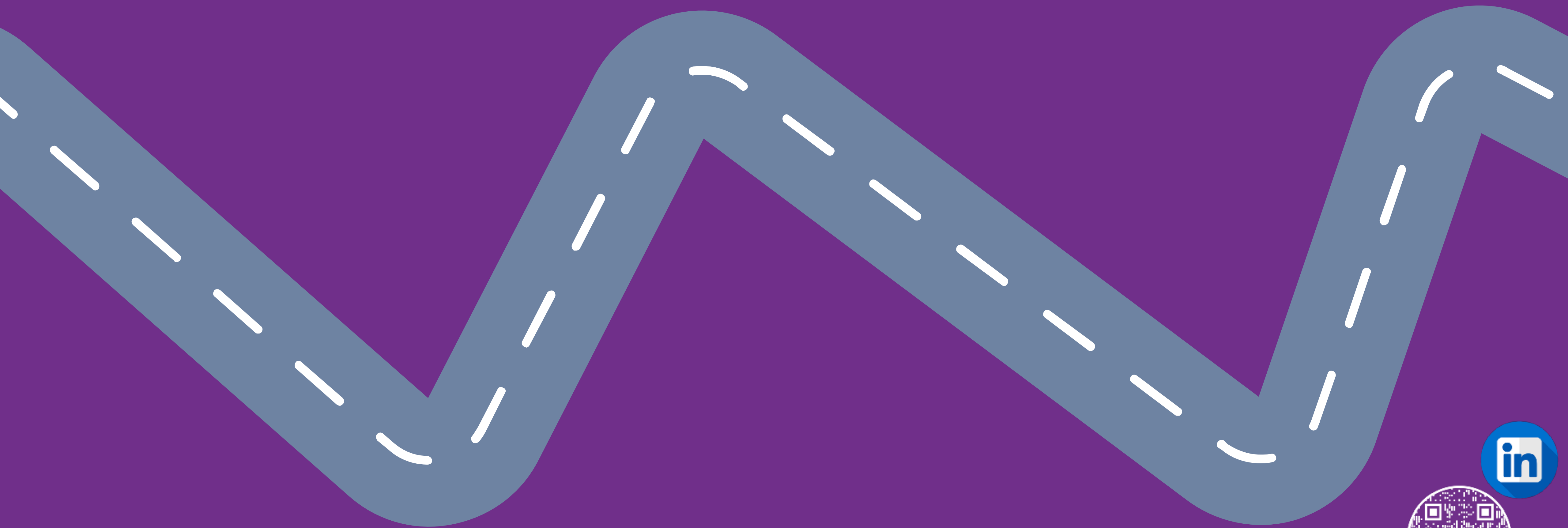




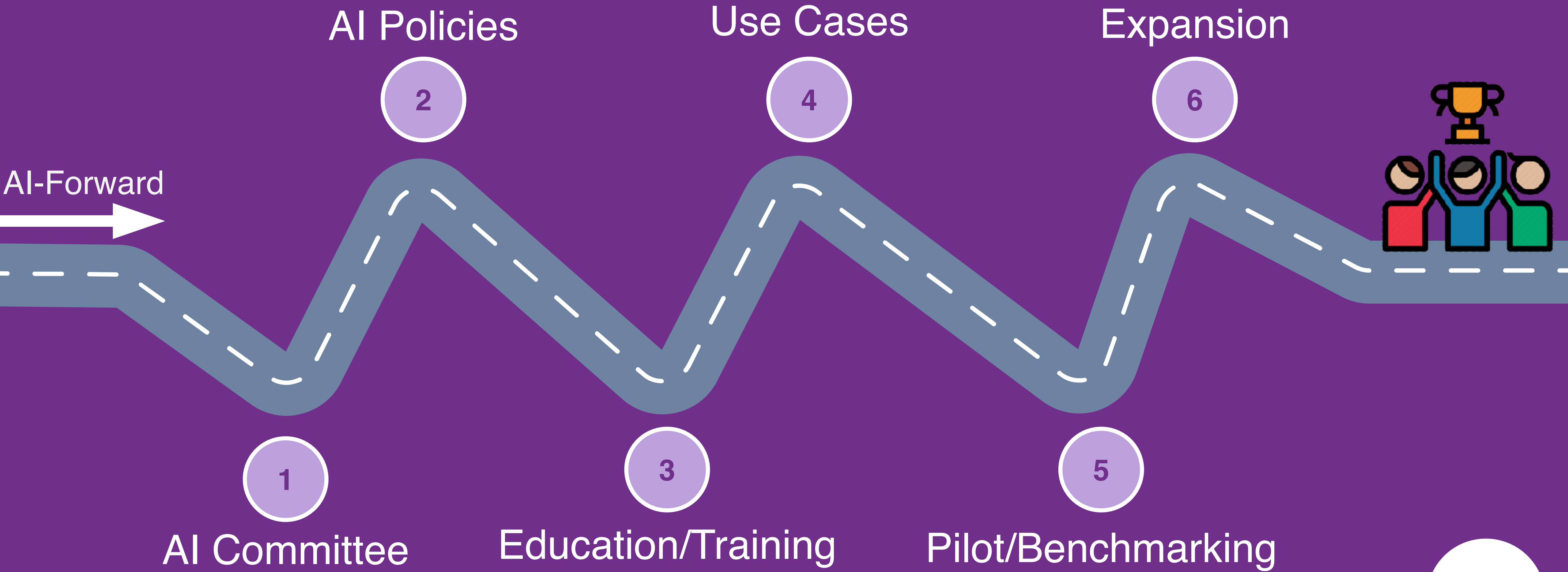
HOW TO NAVIGATE AI OVERWHELM?



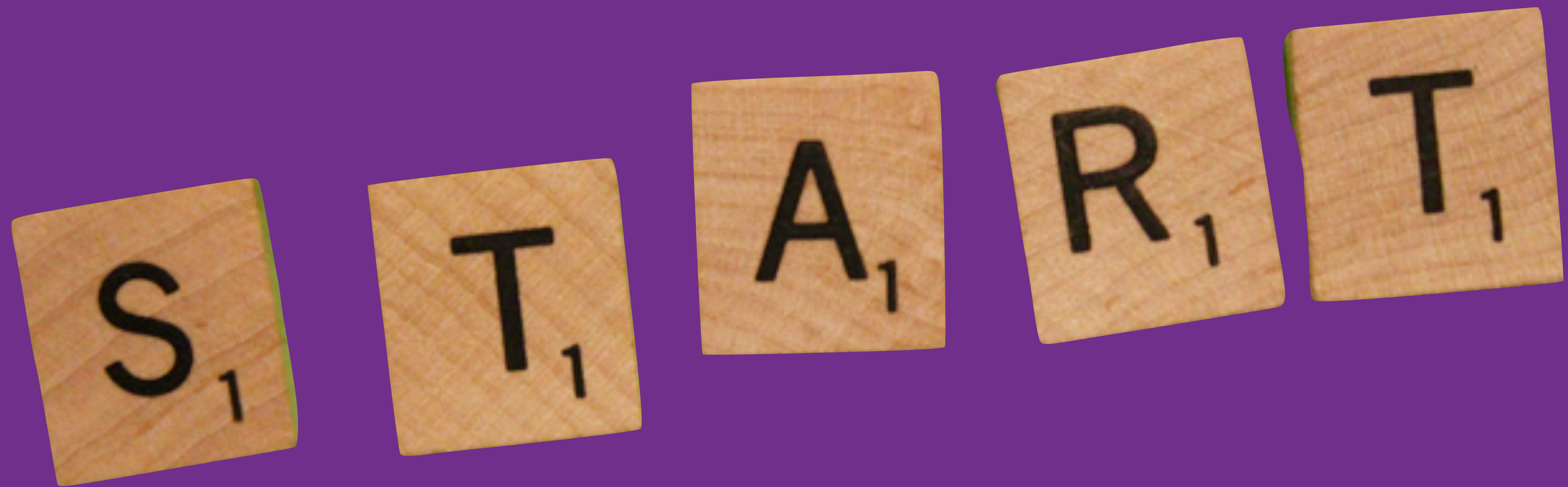
AI ROADMAP



AI ROADMAP



WHERE DO WE



A woman with long brown hair is shown in profile, looking down at a laptop. The image is overlaid with a futuristic, glowing blue and white digital interface. This interface features a central brain-like network of nodes and lines, surrounded by various circular icons representing different HR functions: a group of people, a smartphone with a gear, a clock, a wrench and screwdriver, a magnifying glass, a person with a location pin, a bar chart, a factory, and a computer monitor with a bar chart. At the bottom of the image, there are semi-transparent panels displaying various data visualizations, including bar charts, line graphs, and tables of numbers, suggesting a comprehensive HR analytics dashboard.

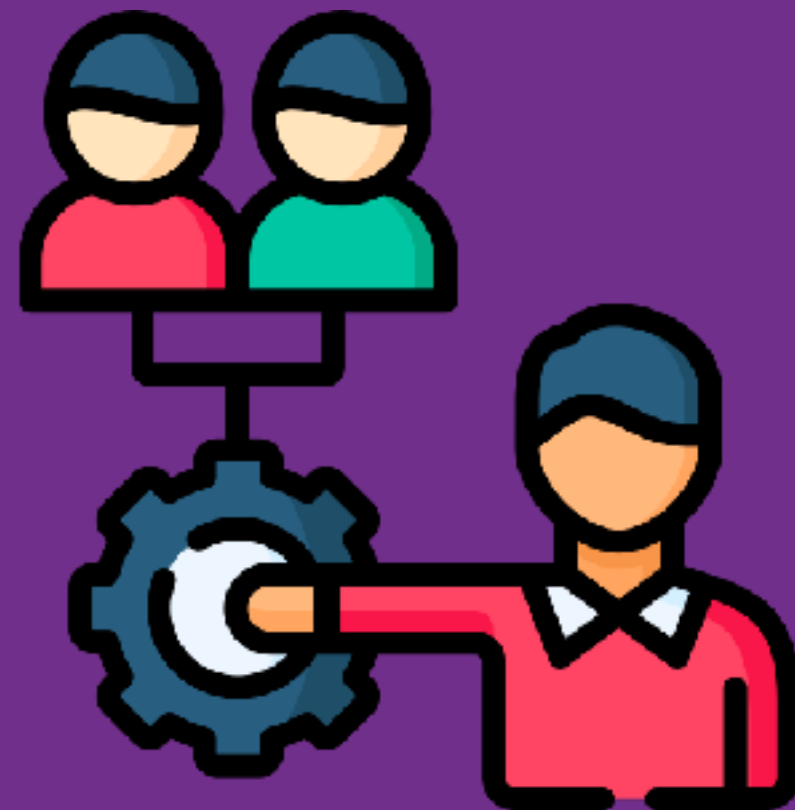
USE CASES OF AI FOR HR



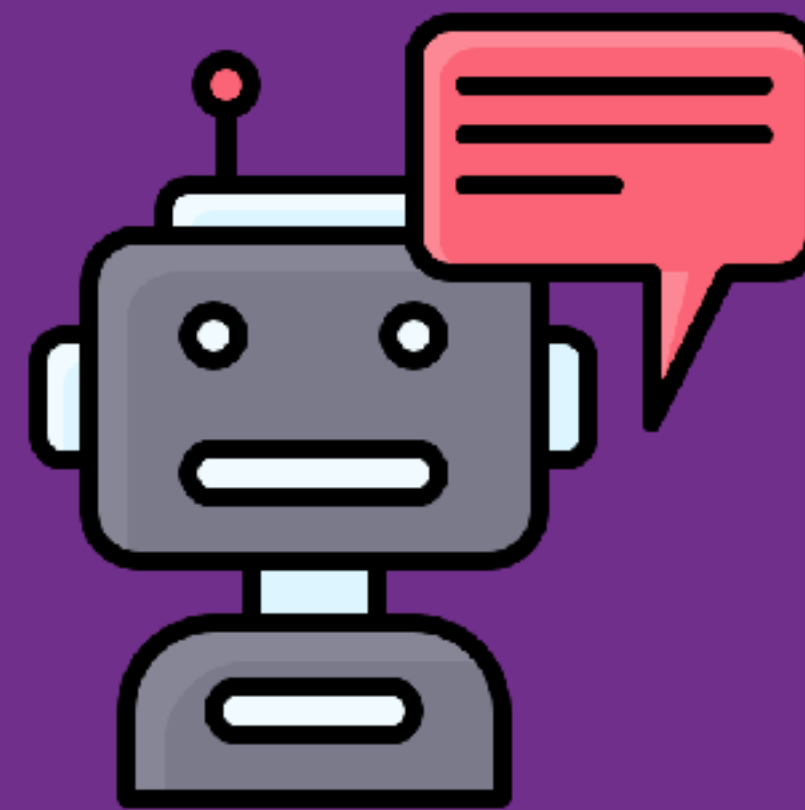
USE CASES OF AI FOR HR



COMPLIANCE
MANAGEMENT



SEAMLESS
ONBOARDING

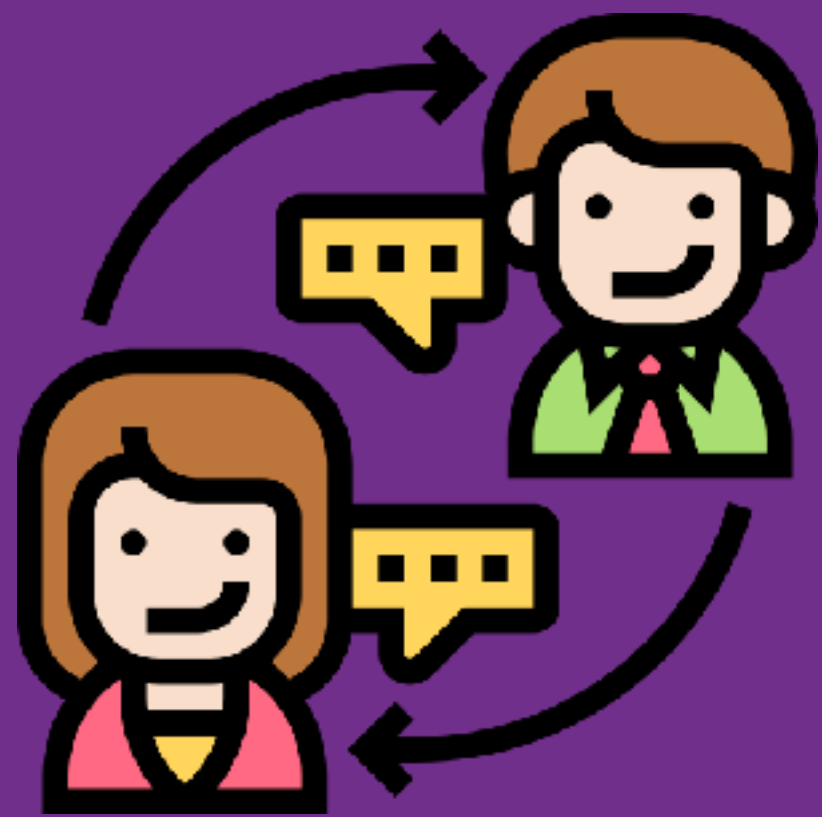


24/7 SUPPORT



TRAINING &
DEVELOPMENT

USE CASES OF AI FOR HR



ENHANCED
ENGAGEMENT
CANDIDATES



AUTOMATED
SCREENING



EMPLOYEE
FEEDBACK



DATA-DRIVEN
INSIGHTS

TASKS

ADEQUACY

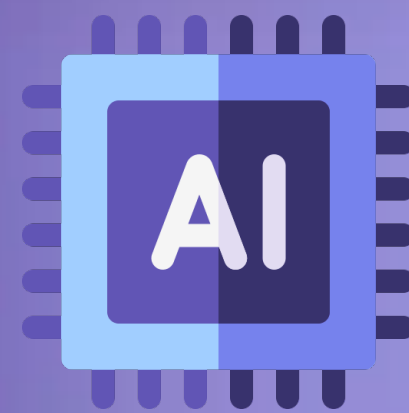
VS.

EXCELLENCE

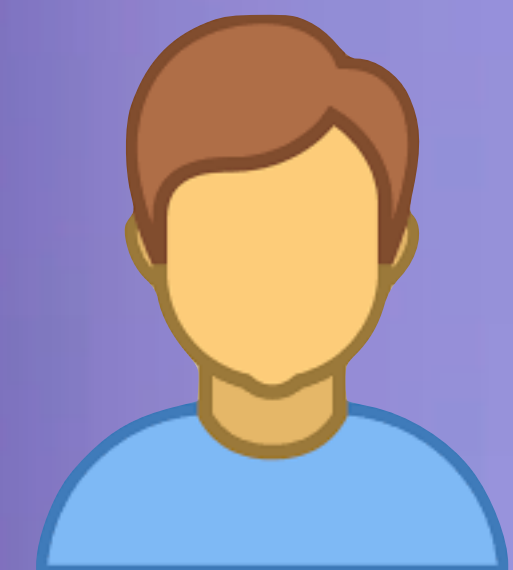
TASKS BUCKETS



ONLY



+



ONLY

EDUCATION & TRAINING



**79% OF EMPLOYERS DON'T
HAVE INTERNAL AI-FOCUSED
TRAINING OR EDUCATION**

SOURCE: MARKETING AI INSTITUTE

**94% OF WORKERS WANT TO LEARN
NEW AI SKILLS BUT ONLY 5% OF
ORGANIZATIONS PROVIDE TRAINING
AT SCALE.**

SOURCE: MARKETING AI INSTITUTE

TRAIN HUMANS, NOT AI



A pair of white, articulated robot hands holds a tablet computer. The tablet screen is white with a light blue grid pattern. The words "THANK YOU!" are displayed in large, bold, purple capital letters on the screen.

**THANK
YOU!**



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YOUR OPINION MATTERS

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AIGUY