



MAY BREAKFAST PROGRAM





WELCOME NEW MEMBERS



Dave Edmondson

Account Executive, Financial
Services Industry
Workday, Inc.



Ximena Juncosa

SVP People
Cover My Meds (Division of
McKesson)



Angela Roberts

Partner
Smith Gambrell Russell



Kelly Fladger

SVP, CHRO
Havertys Furniture Company



Jennifer Kozel

CHRO
Yancey Bros. Co.



Eric Robinson

CHRO
Service Master



Bill Huffaker

SVP Global Integrated
Talent
Newell Brands



Simon Lemmy

US Head of Talent
UCB



Natalie Rothman

Chief People Officer
Inspire Brands



Nwaka Isamah

Director of Talent
Management & Org
Effectiveness
Morehouse School of Medicine



Scott Porter

Chief People Officer
Aaron's, Inc.



Kevin Shigley

VP, TA & HR Operations
WestRock Company



WELCOME NEW MEMBERS



Anna Simelane

Executive Director: Talent Development,
Relations & Employee Health
Piedmont Healthcare



Tal Tsur

VP, Global Talent & Culture
Habitat for Humanity International



Stephanie Wallace

CHRO
Drake Software





PREMIUM PARTNERS



App Partner

Breakfast Program Partners



Website Partner



AV Partner





HRLF MEMBERSHIP SURVEY



Two more days!

If you haven't filled out the HRLF membership survey yet, it must be completed by May 17th to be entered in a drawing for a chance to receive one of several items, including 4 Braves tickets with a parking pass, 4 Falcons tickets, 4 tickets and a parking pass for the Braves vs. Pittsburgh Pirates game on June 30th, one of six \$100 Amazon gift cards, or one of six \$50 GoTo Foods gift cards.



TODAY'S BREAKFAST PROGRAM
SPONSORED BY



Expectations

A grayscale photograph of a city skyline, likely New York City, viewed from across a body of water. The skyline features numerous skyscrapers and buildings, with some lights visible. The water in the foreground is dark and reflects the city lights. The word "Expectations" is overlaid in the center of the image in a large, bright blue, sans-serif font.



RYAN O'LEARY
VICE PRESIDENT
LOCKTON COMPANIES



RICH REDA
PRESIDENT PEOPLE SOLUTIONS
LOCKTON COMPANIES





OUR PROGRAM

Leveraging AI for Future-Forward Talent Management



REECE AKHTAR
CO-FOUNDER AND CEO, DEEPER SIGNALS





Leveraging AI for Future-Forward Talent Management

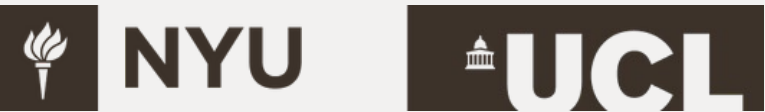
Dr. Reece Akhtar
May 2024

My work

CEO & Co-Founder



Adjunct Professor



Contributing Author

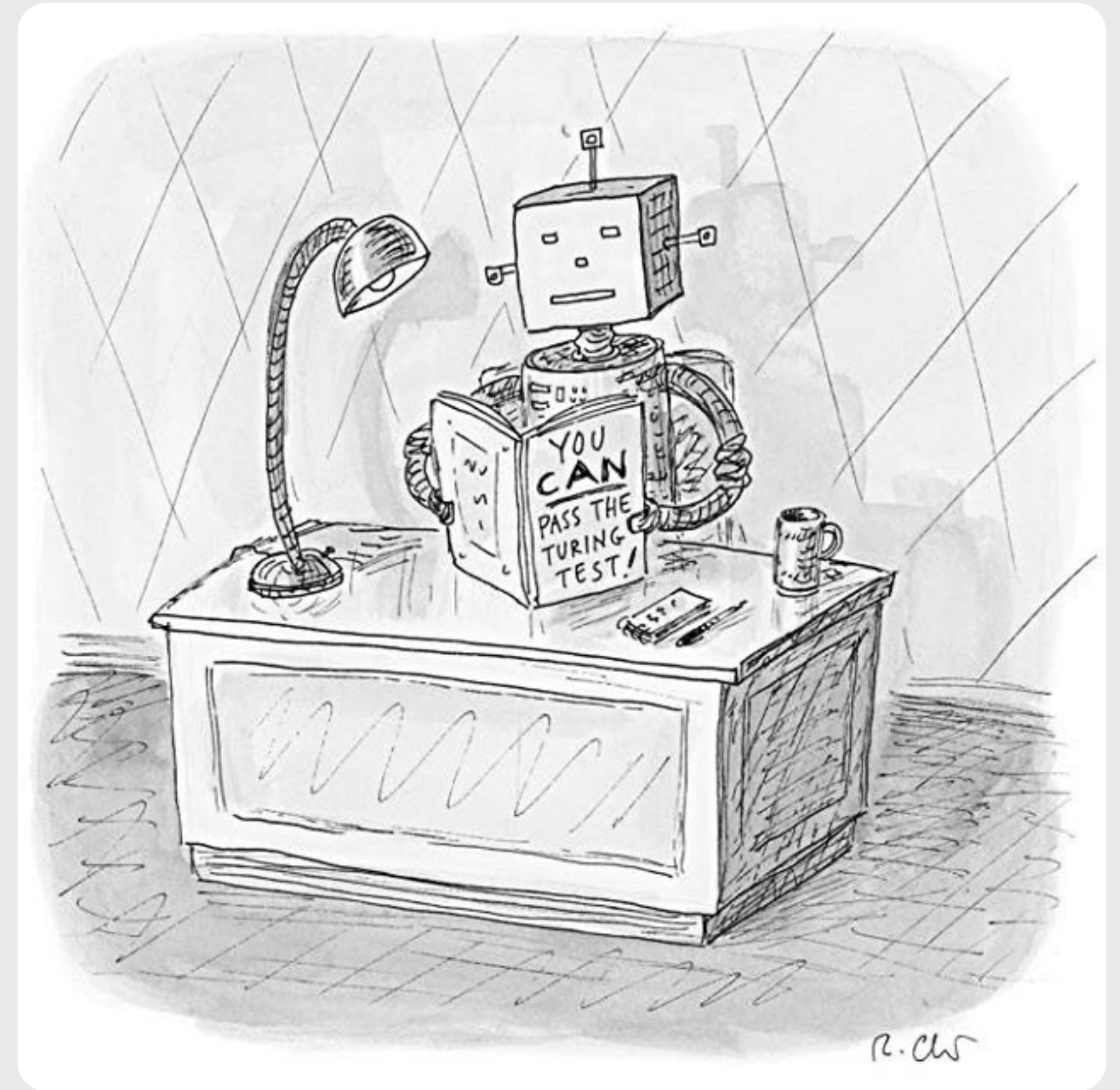


Author

THE FUTURE OF RECRUITMENT



Here's
something
you've never
heard
before...





The Age of AI is here.

AI is set to transform the economy

\$150 billion

is being invested into artificial intelligence.

\$670 billion

is the estimated value of the AI market by 2030, adding \$4.4 trillion to the global economy.

12 million

jobs will be replaced by AI in the United States by 2030.

2037

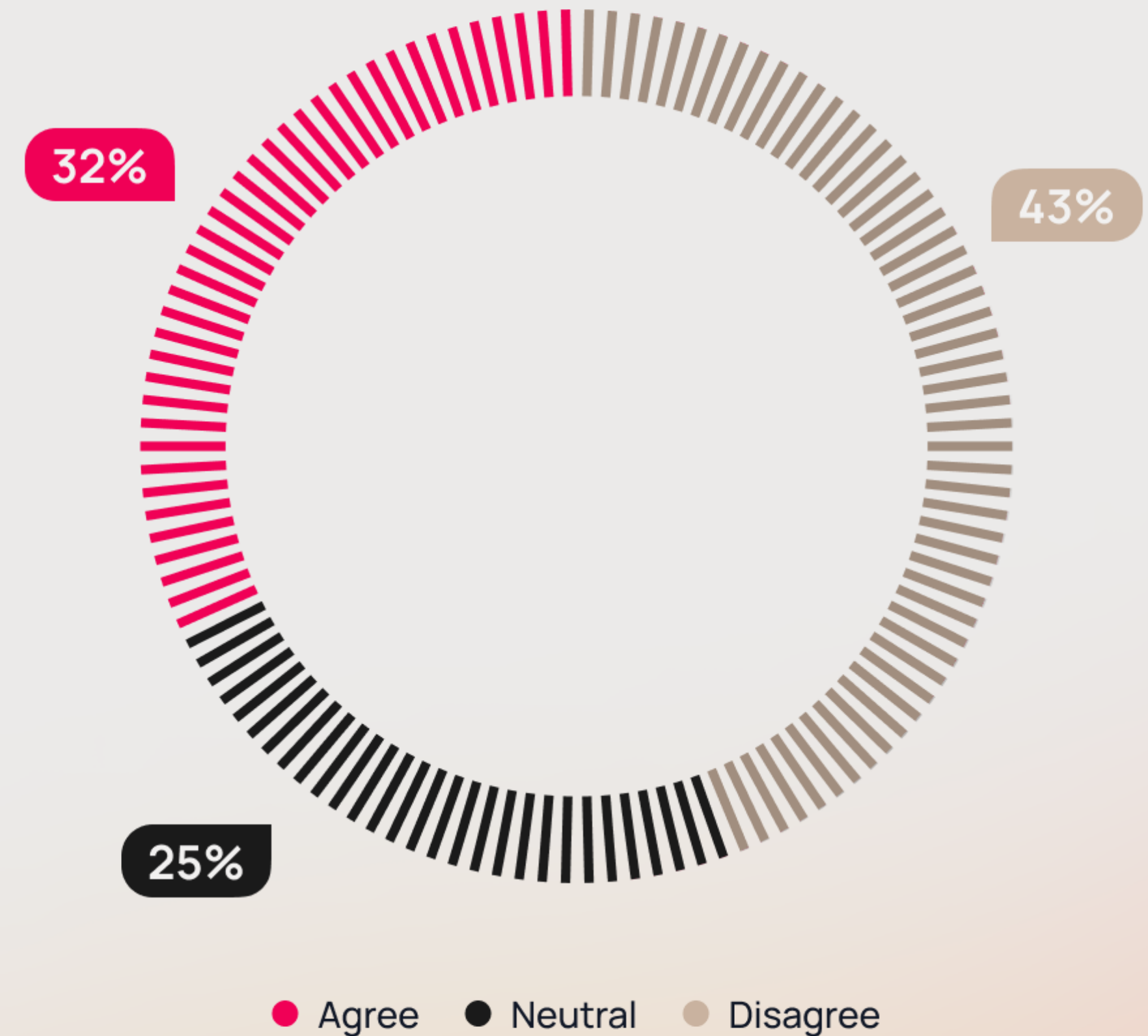
is the year AI is set to surpass humans on most technical tasks, and the speed of development is increasing.

10 years

until the first Artificial General Intelligence will arrive.

What people say

“I’d rather work with a reliable, emotionless AI over an empathetic but inconsistent human colleague”



But the future remains
uniquely human.



DEEPER
SIGNALS

Today's Agenda

- 01 How is AI reshaping the talent landscape?
- 02 Can AI accurately assess talent?
- 03 How can AI democratize coaching?
- 04 Will AI build more equal organizations?

Breakout

“If you imagine the future, what problems do you hope AI solves?”

“What parts of your job do you hope AI does not get good at?”



We have reached the peak of the AI hype cycle



“We are very good at predicting the future, except for the surprises — which tend to be all that matter.”

- Morgan Housel



DEEPER
SIGNALS

The future is uncertain.
Humans are predictable.



DEEPER
SIGNALS



AI changes tools,
not souls.



DEEPER
SIGNALS

“Technologies will come and go,
so you need to be able to answer
the question: What do you do as
a company, why do you exist?”

- Satya Nadella



DEEPER
SIGNALS

Your culture remains
the competitive edge in
the AI age.



DEEPER
SIGNALS

The three talents needed to thrive in the AI age



Curiosity

AI should spark, not smother, our curiosity.



Teamwork

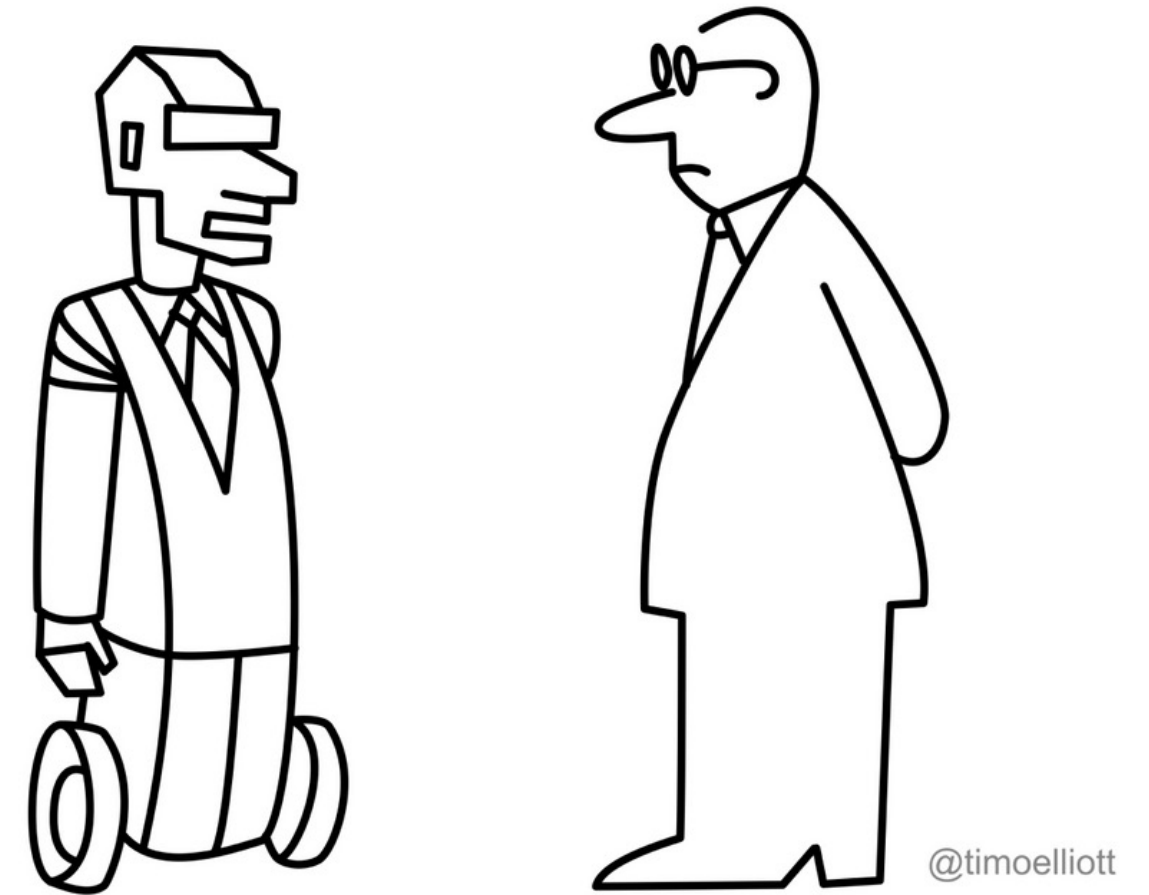
Start injecting EQ into the AI algorithm.



Grit

Understand your why to overcome the how.

AI will
replace you,
only if you
let it.



*“The good news is I have discovered inefficiencies.
The bad news is that you’re one of them.”*

Breakout

“As HR leaders, what strategies could you enact to grow curiosity, EQ, and grit in your organization?”

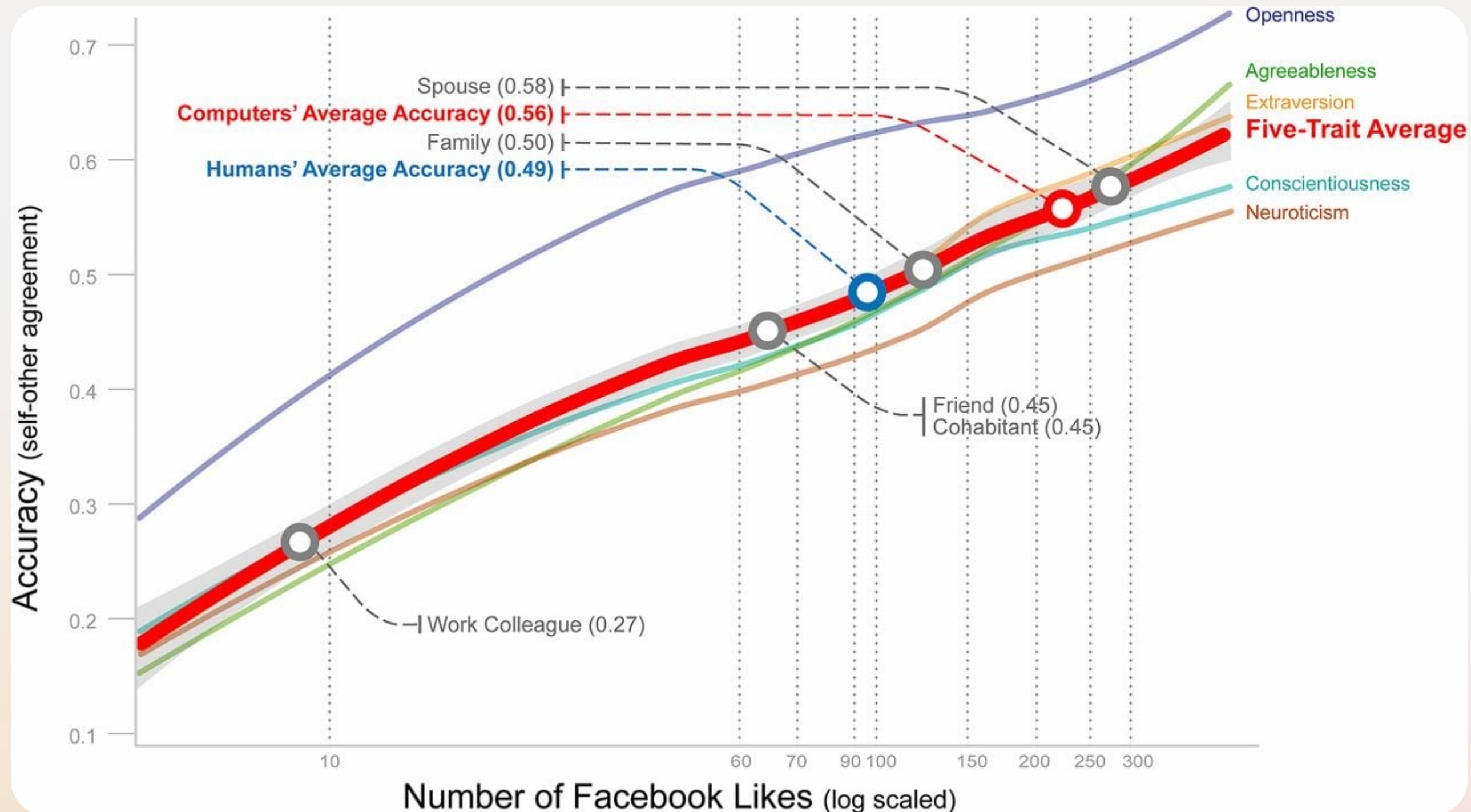


Rise of the Prediction Machines



DEEPER
SIGNALS

AI may know us better than we know ourselves



The AI Promise: Fast, Fair, Accurate

AI-Assisted Assessments

- Personality & Skills
- Resume screening
- Game-based assessments

Advanced People Analytics

- Success prediction
- Turnover risk
- Succession planning

Digital Interviewing Tools

- Automated video interviews
- Chatbot screening tools
- Biometric & sentiment analysis

Choose judgement over prediction

Keep it old school

Garbage in, garbage out

Science = Theory + Data

AI will deliver coaching
for all, not just the few




TRADITIONAL COACHING & FEEDBACK

- ✗ Reserved exclusively for leadership
- ✗ Expensive & time-bound experience
- ✗ Poorly defined & difficult to measure
- ✗ Coaches vary in quality & skill

DYNAMIC & CONTINUOUS TALENT FEEDBACK

- ✓ Available to every employee
- ✓ Personalized & continuous insights
- ✓ Measure & track real-time impact
- ✓ Ongoing coaching to drive results

Using AI to accelerate talent readiness, at scale.

-  AI-assisted assessments profiled the skills and capabilities of the workforce, weighted against the behaviors most aligned with strategic goals.
-  Each employee received AI-augmented development pathways, targeting specific soft skills and behaviors to develop.
-  Managers used GenAI tools to receive on-demand playbooks and coaching to address strategic team and personnel challenges.

Try it for yourself → t2m.io/hrlf

Your Report

Your DynaMo

New

< All Reports

Core Drivers Pro report | Jenna Mayers

Report topics

Core Drivers

Risks

Teamwork

Digital Coach

SP

Your profile

Jenna Mayers

Flexible

—————>

Rigid

Driven

—————>

Domineering

Passionate

—————>

Intense

Your Learning Journey

Kick start your growth with tailored approach based on your core drivers

Disciplined

Completed

Start your learning journey here

Driven

Not started

Start your learning journey here

About The Core Drivers Report

This assessment measures **your** personality and likely b responses and compared them to our database of over three Core Drivers — the psychological traits that have demeanor, their leadership, decision making, and how t Drivers explain why they feel, think and act the way the

Show FAQ

Core Drivers

Deeper Dive

Your Core Drivers describe your unique, psychological strengtl work will help you achieve your goals.

Flexible

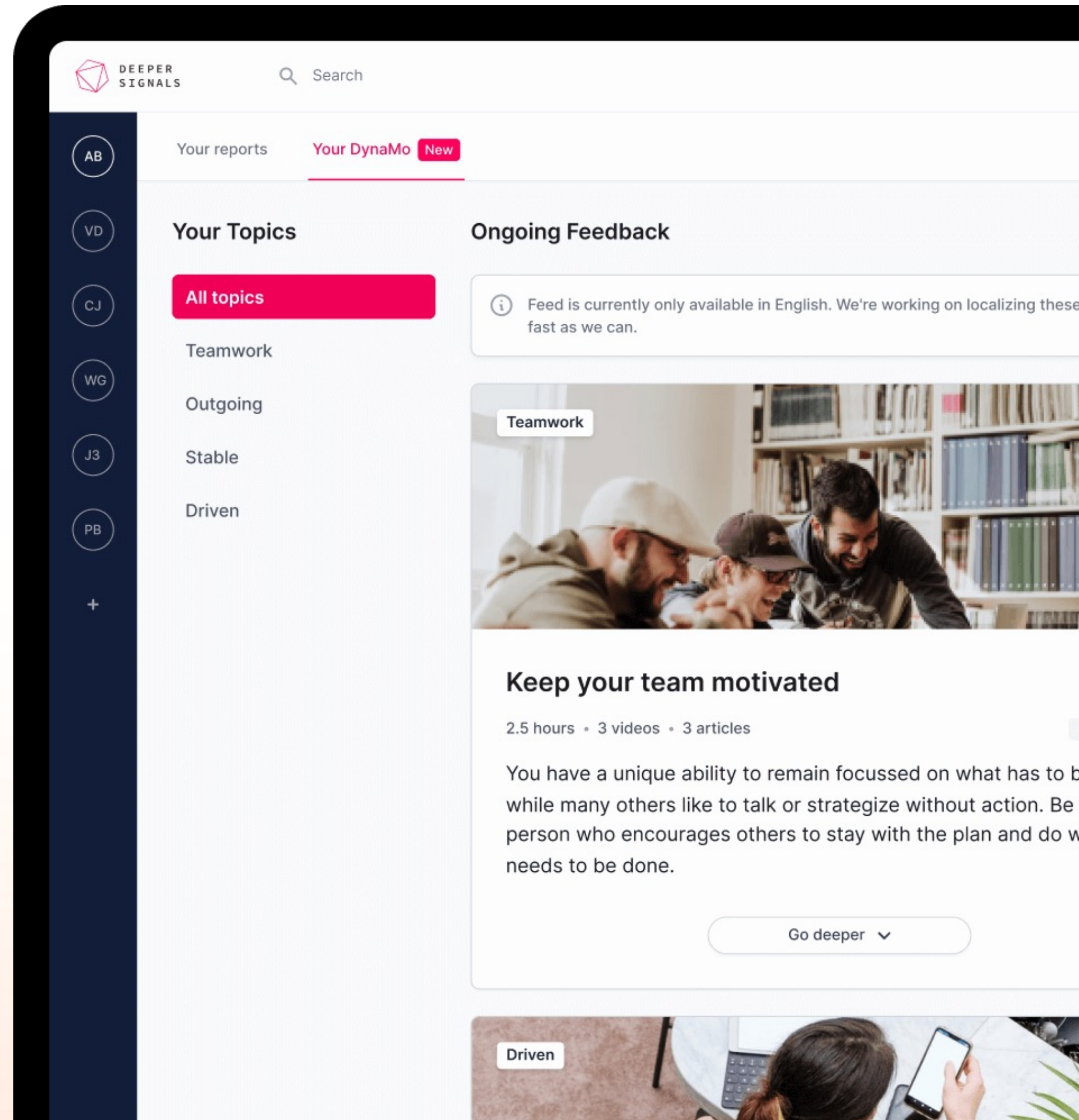
You are quick to act and are flexible in the way you do things. You m be stuck in old ways of doing things. You are comfortable changin

AI offers targeted,
personalized coaching
that drives results.

↑ 15% Performance

↑ 30% Collaboration

↑ 20% Decision-making



Breakout

“What opportunities does the possibility of AI-augmented coaching for every employee open up for your organization?”



DEEPER
SIGNALS

Disarm the weapons of math destruction



DEEPER
SIGNALS

Amazon ditched AI recruiting tool that favored men for technical jobs

Specialists had been building computer programs since 2014 to review résumés in an effort to automate the search process



▲ Amazon's automated hiring tool was found to be inadequate after penalizing the résumés of female candidates.
Photograph: Brian Snyder/Reuters

Amazon's machine-learning specialists uncovered a big problem: their new recruiting engine did not like women.

How to stop worrying about WMDs

Set guardrails & define the rules of your AI game

A culture of transparency and accountability

Train, test, and validate before scaling

Ensure all perspectives are considered

Breakout

“Write a policy that governs the use of AI in talent selection and development situations. Limit your policy to 100 words”

(Yes, you may use ChatGPT)

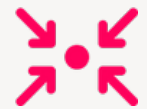


Today's Takeaways

- 01 The future of talent remains uniquely human.
- 02 We must trust but verify AI-powered assessments.
- 03 AI is a powerful manager, coach, and collaborator.
- 04 Algorithms are only as fair as the people using them.



Three rules for AI-HR integration



Stay curious and
always invite AI to
the table.



Advocate for AI
augmentation to
supercharge talent.



The human factor will
shape your AI
success.



Thank you!

Contact:

reece@deepersignals.com

May 16, 2024 HRLF Breakfast Program

Leveraging AI for Future-Forward Talent Management

Reece Akhtar, Co-Founder and CEO, Deeper Signals

Reading list

- [I, Human](https://www.amazon.com/Human-Automation-Quest-Reclaim-Unique-ebook/dp/B099KQV3ZJ) explores how we can use AI to improve our uniquely human qualities.
<https://www.amazon.com/Human-Automation-Quest-Reclaim-Unique-ebook/dp/B099KQV3ZJ>
- [The Algorithm](https://www.amazon.com/Algorithm-Decides-Hired-Monitored-Promoted-ebook/dp/B0C42X72R1) is a fantastic case study on AI in the selection and development space, highlighting the dangers and pitfalls.
<https://www.amazon.com/Algorithm-Decides-Hired-Monitored-Promoted-ebook/dp/B0C42X72R1>
- [Co-intelligence](https://www.amazon.com/Co-Intelligence-Living-Working-Ethan-Mollick-ebook/dp/B0CM8TRWK3/ref=sr_1_1?crid=2U7272OS0CJ6R&dib=eyJ2ljojMSJ9.cjiAU1N9u4Mes4zOILmvrkB8WdbnoRdNPLexpY6FH3ve4LygnGG-rQQnogPJXDz_VyAPogSFT_XoeRojdys6q6bkSTL1B5jzm485WMAk2ip1ITzmrJ5ldabl2RWvF4HflzFeB5UXpfjuG9a7yDBOs5K8Z38lkaVZ0CORqJZK4pnLxlX-dzh1TpdzrxC-y4Mw849ggUAcqX-VktNDnJJaASLWxJOX3F7jSqTDOSfCU.jmk1K610AaVeyvrG9ZGtz5GIAGnu-ol81bSVgcaYCgl&dib_tag=se&keywords=co-intelligence&qid=1715884222&s=digital-text&srefix=co-inte%2Cdigital-text%2C74&sr=1-1) is a highly-practical look at AI augmentation and how we can integrate AI into our day-to-day work.
https://www.amazon.com/Co-Intelligence-Living-Working-Ethan-Mollick-ebook/dp/B0CM8TRWK3/ref=sr_1_1?crid=2U7272OS0CJ6R&dib=eyJ2ljojMSJ9.cjiAU1N9u4Mes4zOILmvrkB8WdbnoRdNPLexpY6FH3ve4LygnGG-rQQnogPJXDz_VyAPogSFT_XoeRojdys6q6bkSTL1B5jzm485WMAk2ip1ITzmrJ5ldabl2RWvF4HflzFeB5UXpfjuG9a7yDBOs5K8Z38lkaVZ0CORqJZK4pnLxlX-dzh1TpdzrxC-y4Mw849ggUAcqX-VktNDnJJaASLWxJOX3F7jSqTDOSfCU.jmk1K610AaVeyvrG9ZGtz5GIAGnu-ol81bSVgcaYCgl&dib_tag=se&keywords=co-intelligence&qid=1715884222&s=digital-text&srefix=co-inte%2Cdigital-text%2C74&sr=1-1