



Welcome to the HR Coffee Club

Exploring the potential benefits
of AI for HR

Brought to you by...

HRUprising

Actus
Consultancy

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- Too many years in Corporate L&D roles!
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[How To Be A Change Super Hero Book](https://www.amazon.com/dp/1526744444)



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Actus - The Complete Performance, Talent & Learning Management Suite

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Purpose of the HR Coffee Club

- To provide the opportunity to collaborate and learn together
- To share challenges and solutions
- To provide practical support and build new networks



Podcast Episode 223:
How We Learn – with
Stella Collins



Podcast Episode 222:
E.D.I. for SMEs with
Cat Wildman



Podcast Episode 221:
Talent Acquisition for
SME's – with Miles



Podcast Episode 220:
Rethinking
Wellbeing

Podcast Episode 218:
Wellbeing Strategies
– with Gethin Nadin

Today's Agenda

- Positioning A.I. in HR today
- Challenges and Considerations for AI
- Use Cases
- Collaboration
- Wrap up and takeaways



The Impact of External Hiring on Employee Development and Engagement


Successful hiring has always been time-consuming and expensive. Even before the Covid-19 pandemic, most recruitment surveys found Talent Acquisition and HR professionals complaining that they can't find the talent they need, whilst the top concern for CEOs and HRDs was usually the quality of their future talent pipeline. And yet, it wasn't always like this. In the post-war period up until the 1980s - during the 'job for hire' era - most companies hired in at lower junior and middle levels and developed people throughout the organisation. Vacancies were filled by internal mobility, usually through promotion or lateral assignments, whilst external hiring was reserved for either a small number of specialist roles, or an urgent vacancy when someone may have had to leave suddenly.

Over the last 40 years, and this has continued albeit at a lower rate during the Covid-19 pandemic, we have seen a change as external hiring has tended to become the norm for most companies, with less than 30% of recruitment leaders now saying that internal candidates are an important source when filling new positions. Given that research shows the 'best' way to fill a vacancy is to promote from within, it's an interesting trend. It's also worth noting that, if you're a company that's struggling to attract and retain talent, you may need to consider...

important flow of untapped talent within their own business. External hiring also causes to think about looking for disrupting culture and values. Those remaining in the company focused as they see their or not allowed to fully develop, exacerbated by job competition and vice versa retention and skill development impact on productivity in workplace.

In a 2018 jobseeker research project previously conducted by Two Heads Consultancy with Kelly Services, involving 14,000 job seekers across Europe, they found that two of the top four reasons jobseekers gave for choosing one company over another were the opportunities for training and development within the organisation, and the opportunity for promotion within the role. Their number one reason for their new role was to learn new skills. In a survey of 15 study, two thirds of respondents were motivated to find a new job because they were looking for a company that...





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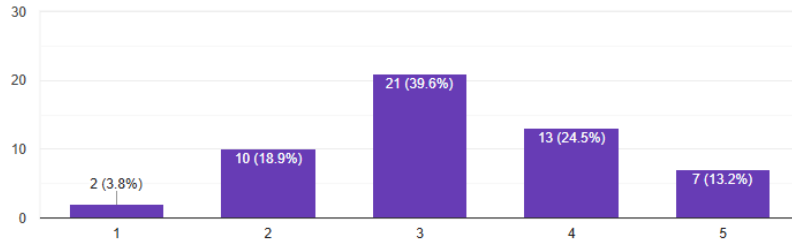


Survey Results so far

How familiar are you with AI technologies in general?

53 responses

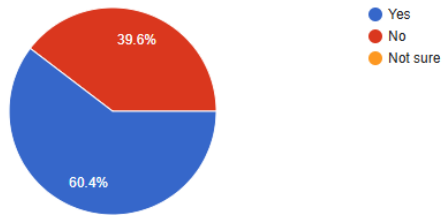
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Do you currently use AI tools in your HR processes?

53 responses

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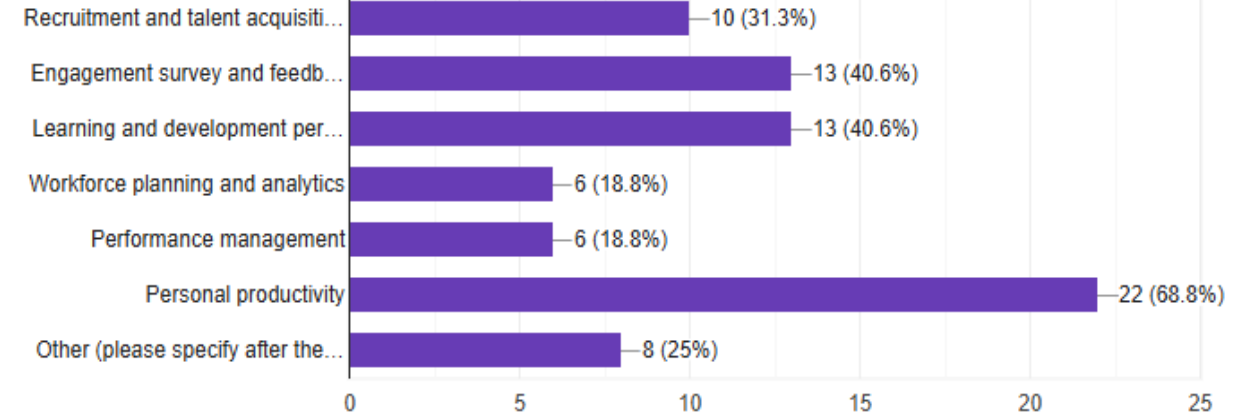


Current Use of AI

In which areas are you using AI (select all that apply)

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32 responses

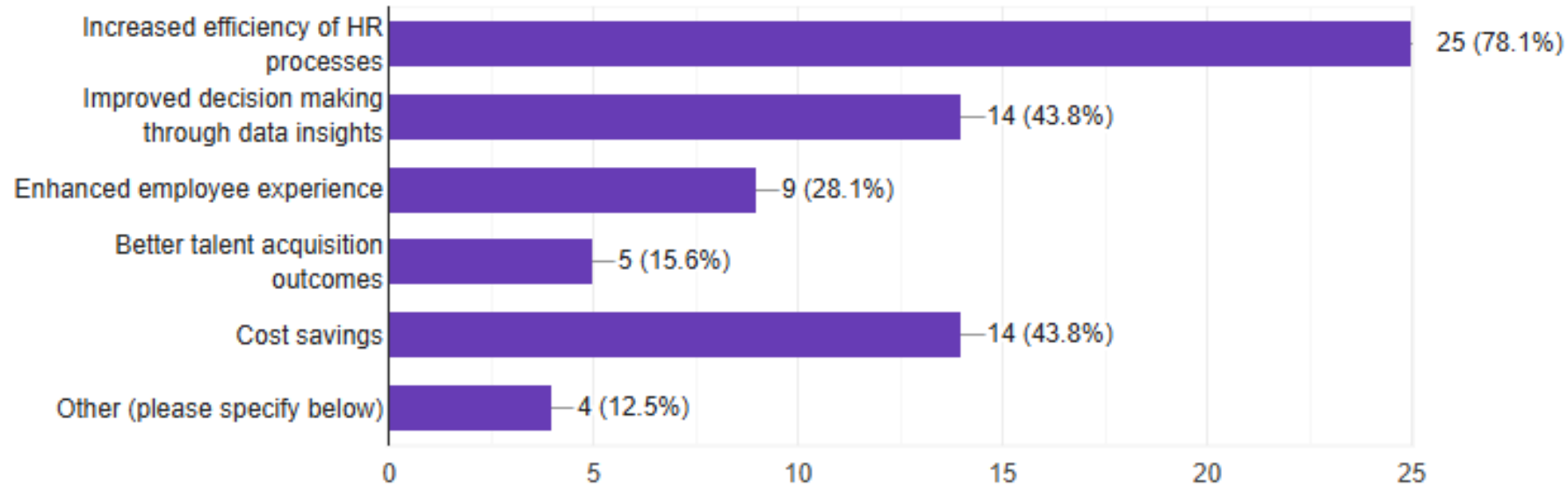


Survey Results so far

What benefits have you experienced or do you expect from using AI in HR?
(select all that apply)

 [Copy chart](#)

32 responses



Use Cases



HR Productivity

- Writing policies or adapting them to remove bias or similar
- Writing or improving job descriptions or adverts
- Interpreting foreign policies or HR laws
- To build templates, contracts, competency frameworks, surveys
- Transcription of meeting notes
- Chatbots for basic HR queries

e.g. A number of NHS organisations have piloted chatbots for basic HR queries.

Recruitment & Talent Acquisition

- Resume screening & candidate matching
- Chatbots for candidate engagement
- Video interview analysis
- Programmatic advertising to attract candidates on social media
- AI driven strengths assessment and predictive hiring solutions to predict best-fit

e.g. BP have used AI to improve diversity hiring & Unilever report processing over 250,000 applications and reducing recruitment from 4 months to 4 weeks

Learning and Development

- Creating learning content
- Developing microlearning and testing
- Quick knowledge base updates
- Personalised learning and adaptive content
- AI driven gap analysis
- Targeted training interventions

Sharing themes



If you are already using AI in this area please share



If you would like to use AI in this area, what are your questions or challenges?



What would you like to see AI bring in future to this topic area?



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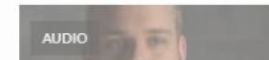
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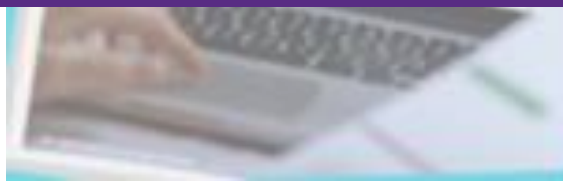
Podcast Episode 219:
Upleveling



Podcast Episode 218:
Wellbeing Strategies

Thank you for joining us today

We will share notes and survey findings once complete



Useful Links

Actus Webinars

View our schedule of upcoming webinars: [Find out more](#)

Our In House Training Programmes

People Management Essentials Management: [Find out more](#)

How to be a Change Superhero: [Find out more](#)

Listen to The HR Uprising Podcast- featured in People Management Magazine as one of their 'Top 10 essential resources for a winning HR career!': <https://hruprising.com/>

Our New On-Demand Learning Platform: [Actus Academy](#)

The Complete Performance, Learning & Talent Suite:
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