



# AI in HR & Talent Acquisition

## TAKEAWAYS FROM A NETWORKING EVENT

I attended an event run by Artis Recruitment this morning. The topic was AI in HR & Talent Acquisition.

I've been to other sessions where people have talked about this. I'm betting you have too.

I'm sure I'll go to more. That's because you can't really avoid it. AI isn't going away.

As someone said today - "rather than being worried about robots replacing us at work, we should make sure we don't lose out to other humans who have better AI skills than us". Well..... when you say it like that!

Other snippets from today's session:

- Transparency: Tell people what you're doing with their data and let them know if they're interacting with AI.

- Explainability: People have a right to understand the logic behind wholly automated decisions (Yes, apparently it is a word. Who knew.)

- GenAI can hallucinate: AKA it makes stuff up, to fill in the gaps, when it doesn't know the answer.

- Emotional recognition: Some interesting (maybe even hair curling) examples of how organisations are thinking about using it.

- And most importantly, a reminder not to get overwhelmed by it all. Think about it in the same way as other change programmes, start small and take time to educate yourself.

BTW, no bots were harmed in the writing of this post. Although I did consult ChatGPT..... and then amended the suggestions as they didn't sound human enough! 🤖



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