

Enhancing HR:

Through Artificial Intelligence Driven Strategies



SOLOMON PAGE
Staffing Solutions & Executive Search

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“

AI can seem to be magic.

**But it is the HUMAN that creates
the magic by using AI to 10x
what they already have.**

”

LET'S DEBUNK AN AI MYTH

Myth:

AI is set to take our jobs.

Truth:

- AI enhances human capabilities rather than replaces them
- We have an opportunity to reinvent our roles and companies with AI
- Focus time on the uniquely human skills like creativity, empathy, strategy



THE INTERNET OF THINGS

Siri

Netflix

Amazon

Smart Home
Devices

Autonomous
Cars

Email Filters



A FEW BASELINE DEFINITIONS

Artificial Intelligence (AI) = Computer simulation of human intelligence

Machine Learning Model (MLM) = Algorithms that enable machines to become more accurate in predicting outcomes.

Large Language Models (LLM) = Trained on large amounts of data and use a transformer architecture to learn and generate human-like language.

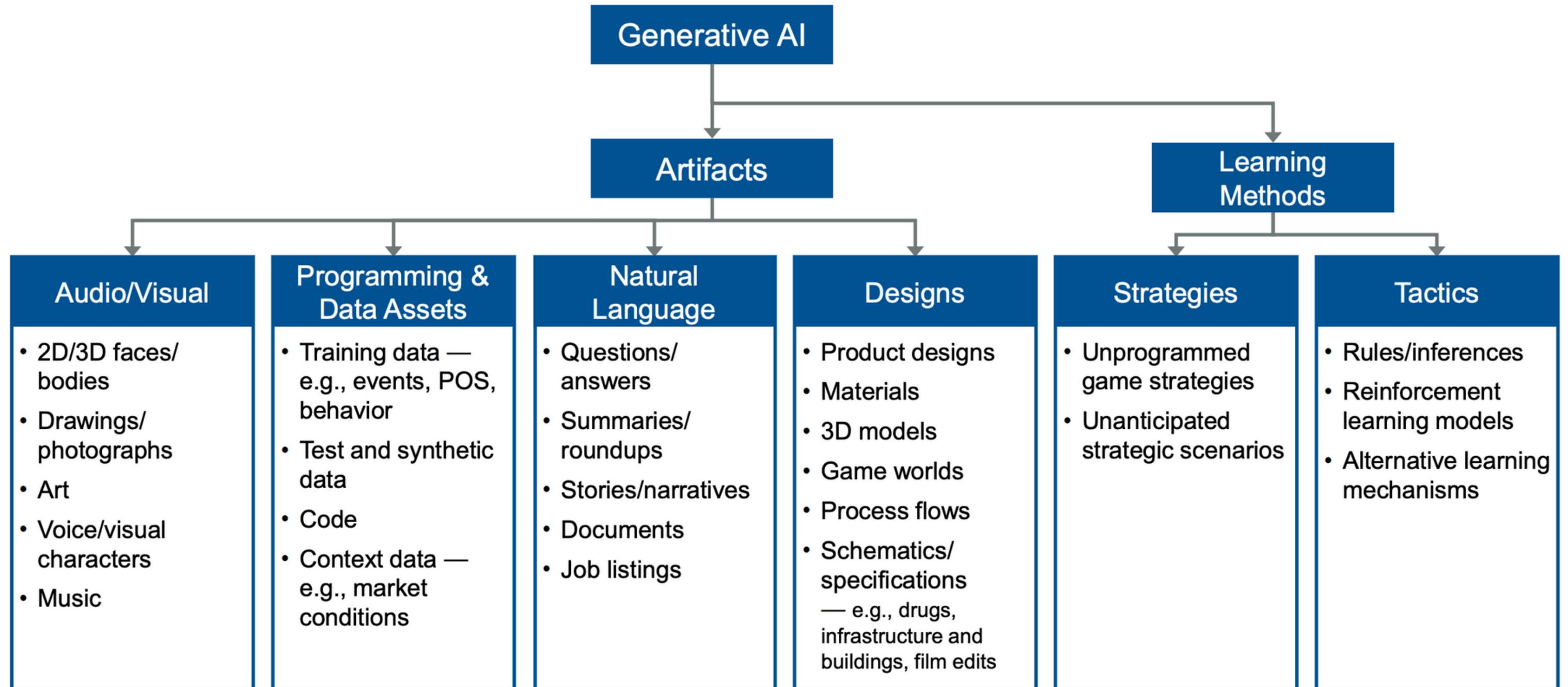
Natural Language Processing (NLP): Understanding and generating human language by computers.

GENERATIVE ARTIFICIAL INTELLIGENCE

A branch of AI that has the ability to create new content by “learning” on existing data and predicting the most likely next step.

It can generate various types of content such as text, images, audio, and video.

WHAT GENAI CAN GENERATE TODAY



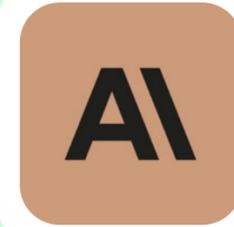
GENERATIVE AI TOOLS



Notion AI
Organize Anything.



ChatGPT
All Purpose



Claude AI
Great Narrative



Jasper
InApp Editorial



Perplexity AI
Search results
+copilot.



Descript
Multifunctional
Video Editing AI

copy.ai

Copy AI
AI enabled
copywriting



Playground AI
Free Alternative to
Midjourney



FreeFuse
Turn 1 long video
into multiple
learning streams



Futurepedia
Library of AI tools



Midjourney
High quality visuals
using text



Adobe Podcast
Enhance Voice
Quality



HeyGen
Create AI Avatar
Videos

UNDESIGN

Undesign
Library of design
tools



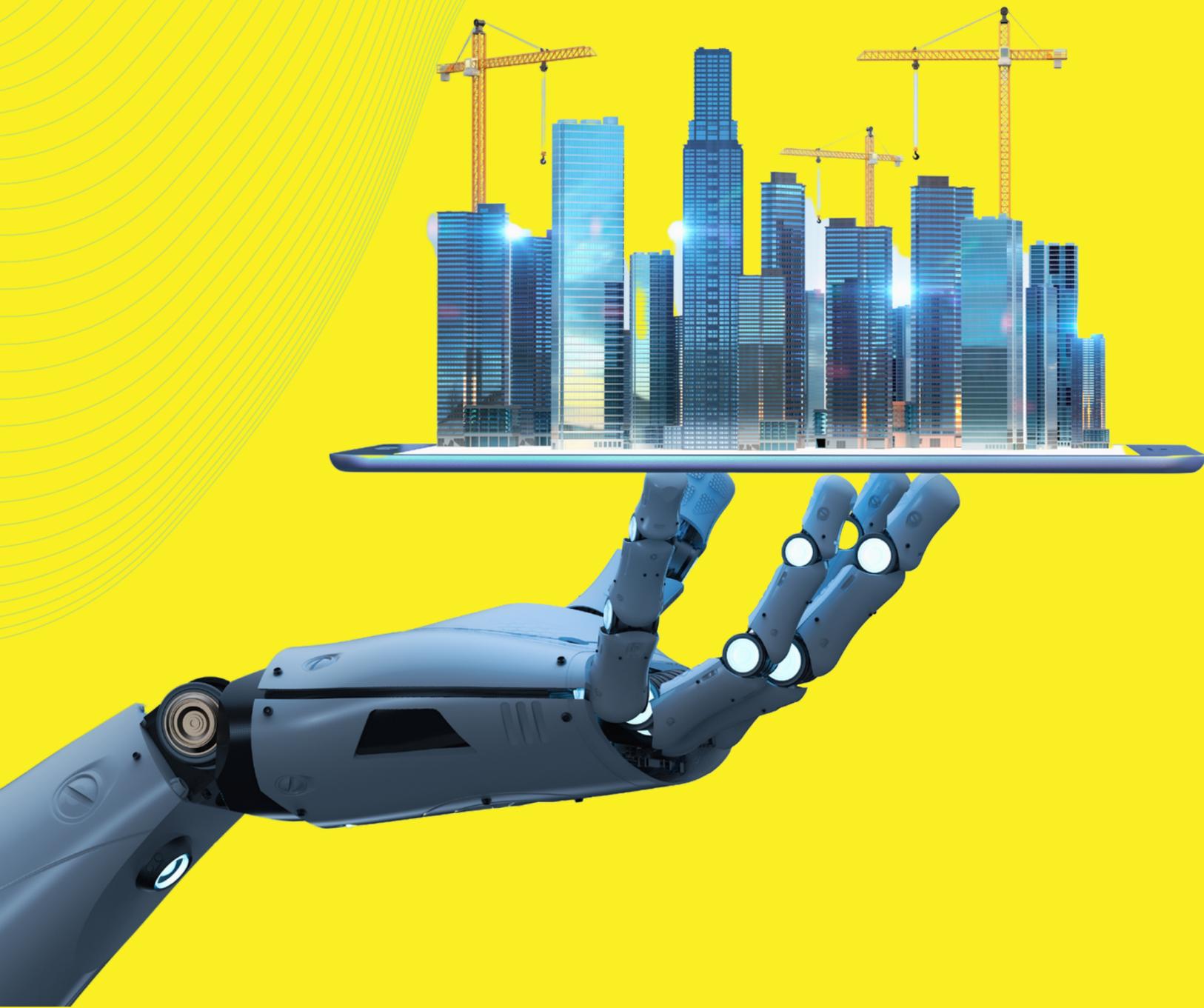
INQQA
Use AI to 10x
Insights in -10x time

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10 BUSINESS USE CASES FOR GENERATIVE AI.

1. Recruitment and **Interview Building**
2. **Manager Coaching IRT**
3. **Job Description Development**
4. Personalized Onboarding Content
5. Employee Feedback Analysis
6. Conflict Resolution Guidance
7. Diversity and Inclusion Initiatives
8. Learning and Development Plans
9. **Employee Engagement Analysis**
10. Succession Planning and Leadership Development

PROMPT ENGINEERING



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6 STEPS TO A GREAT PROMPT.

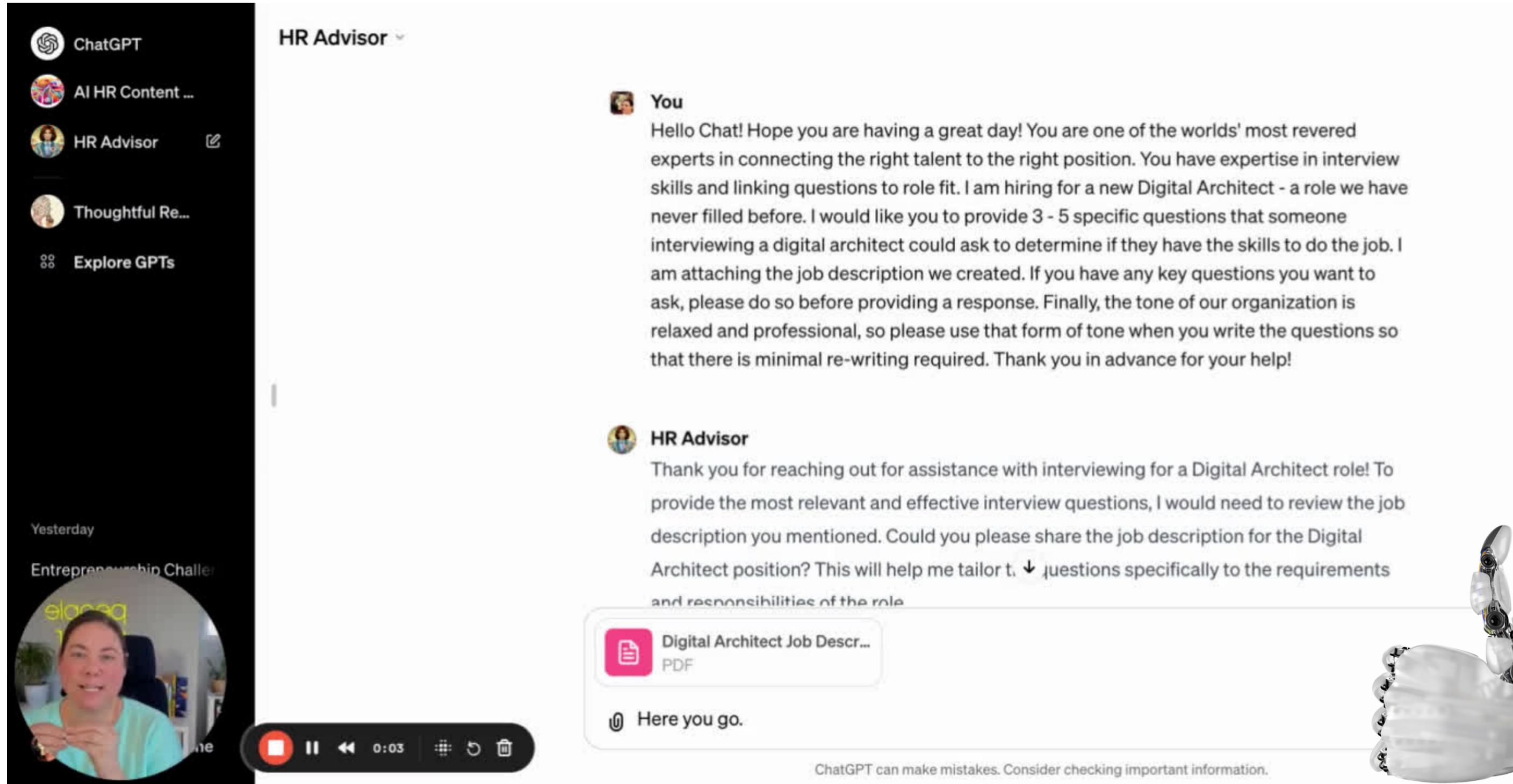
- 1 Welcome
- 2 Role Assignments
- 3 Request
- 4 Tone
- 5 Confirmation
- 6 Appreciation

**PROMPT
SPECIFICALLY.**



**What are some good
questions to ask a
Digital Architect
during an interview?**

PROMPT SPECIFICALLY.



ChatGPT

AI HR Content ...

HR Advisor

Thoughtful Re...

Explore GPTs

HR Advisor

You

Hello Chat! Hope you are having a great day! You are one of the worlds' most revered experts in connecting the right talent to the right position. You have expertise in interview skills and linking questions to role fit. I am hiring for a new Digital Architect - a role we have never filled before. I would like you to provide 3 - 5 specific questions that someone interviewing a digital architect could ask to determine if they have the skills to do the job. I am attaching the job description we created. If you have any key questions you want to ask, please do so before providing a response. Finally, the tone of our organization is relaxed and professional, so please use that form of tone when you write the questions so that there is minimal re-writing required. Thank you in advance for your help!

HR Advisor

Thank you for reaching out for assistance with interviewing for a Digital Architect role! To provide the most relevant and effective interview questions, I would need to review the job description you mentioned. Could you please share the job description for the Digital Architect position? This will help me tailor t. ↓ questions specifically to the requirements and responsibilities of the role

Digital Architect Job Descr...
PDF

📎 Here you go.

ChatGPT can make mistakes. Consider checking important information.

Yesterday

Entrepreneurship Challen

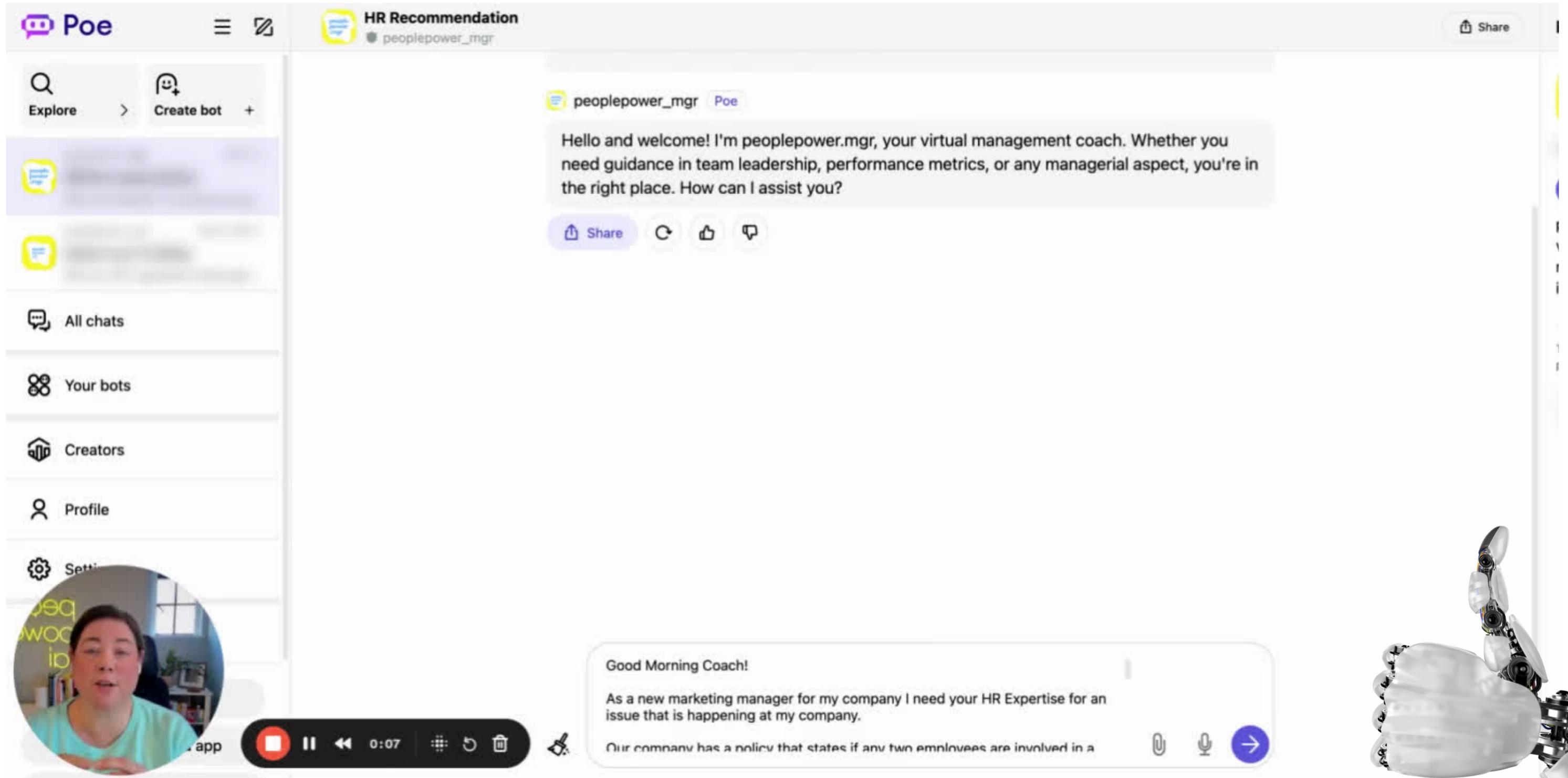
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PROMPT SPECIFICALLY.



The screenshot shows a chat window in the Poe application. The chat is titled "HR Recommendation" and is with a bot named "peoplepower_mgr". The bot's message reads: "Hello and welcome! I'm peoplepower.mgr, your virtual management coach. Whether you need guidance in team leadership, performance metrics, or any managerial aspect, you're in the right place. How can I assist you?". Below the message are icons for "Share", "Refresh", "Like", and "Reply".

The user's input is visible in a text box at the bottom: "Good Morning Coach! As a new marketing manager for my company I need your HR Expertise for an issue that is happening at my company. Our company has a policy that states if any two employees are involved in a".

On the left side of the interface, there is a navigation menu with options: "Explore", "Create bot", "All chats", "Your bots", "Creators", "Profile", and "Settings". A circular video feed of a woman is visible in the bottom left corner.



20

The number of job descriptions that the average mid-sized company HR team builds each year.

TIME SAVED IS TIME BUILDING

Creating Job Descriptions

Task	Traditional Approach	Generative AI	Time Saved
Role Analysis	Conduct manual research based on interviews with key stakeholders		
Responsibilities	Research similar roles and manually compile a list of requirements for the role		
Qualifications	Research and gather necessary skills, experience, and qualifications		
Salary & Benefits	Research and establish appropriate salary range and benefits.		
Review & Approval	Send the description for review and approvals within the organization.		

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Creating Job Descriptions

Task	Traditional Approach	Generative AI	Time Saved
Role Analysis	Conduct manual research based on interviews with key stakeholders	Use GenAI to explore role similarities based on stakeholder insights	
Responsibilities	Research similar roles and manually compile a list of requirements for the role	Generate a list of responsibilities based on industry trends and best practices.	
Qualifications	Research and gather necessary skills, experience, and qualifications	Use AI to recommend qualifications by analyzing similar job listings.	
Salary & Benefits	Research and establish appropriate salary range and benefits.	Utilize AI to benchmark salary and benefits based on job market data.	
Review & Approval	Send the description for review and approvals within the organization.	AI assists in streamlining approval processes by suggesting improvements.	

TIME SAVED IS TIME BUILDING

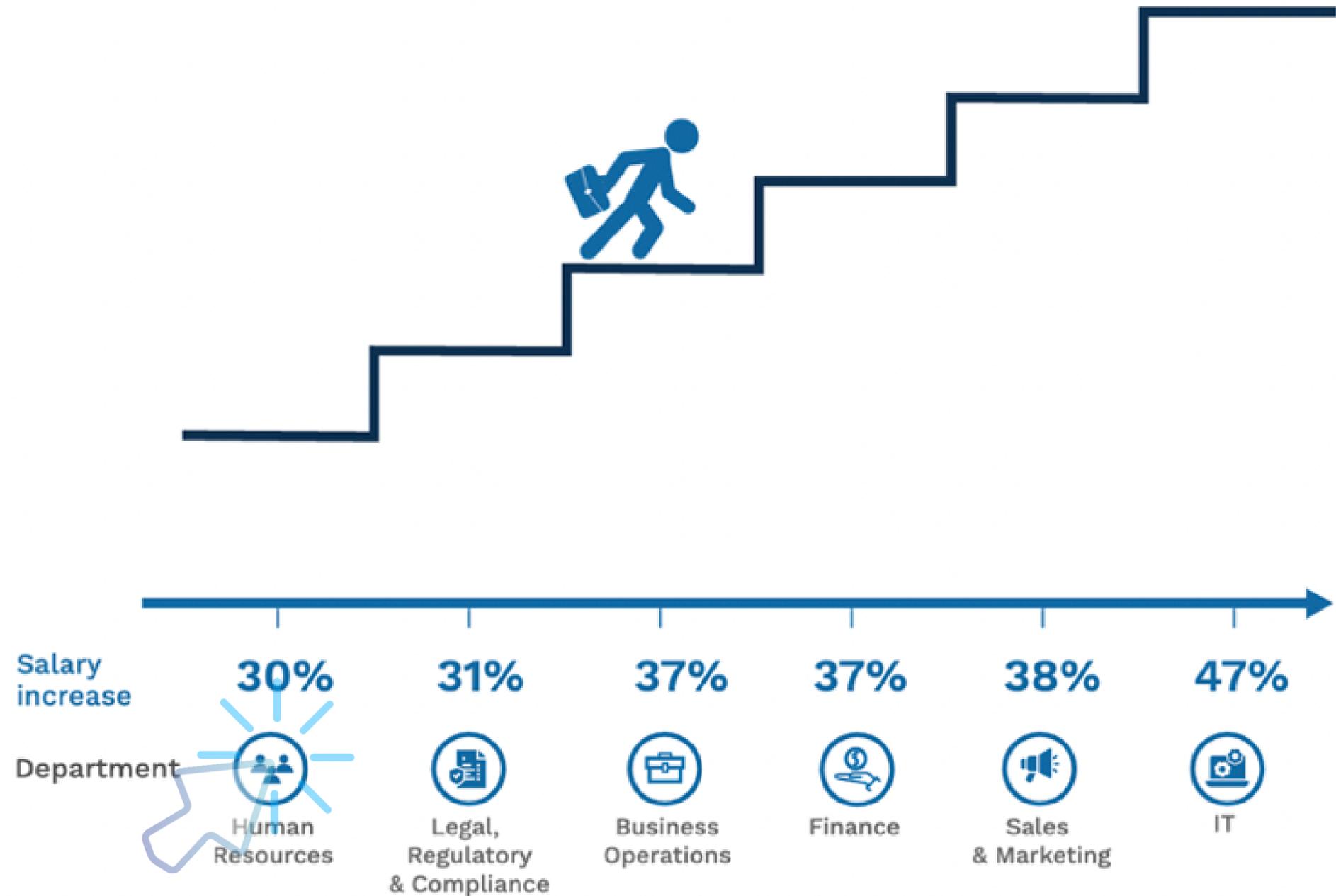
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Responsibilities	Research similar roles and manually compile a list of requirements for the role	Generate a list of responsibilities based on industry trends and best practices.	2 - 4
Qualifications	Research and gather necessary skills, experience, and qualifications	Use AI to recommend qualifications by analyzing similar job listings.	1 - 3
Salary & Benefits	Research and establish appropriate salary range and benefits.	Utilize AI to benchmark salary and benefits based on job market data.	1 - 3
Review & Approval	Send the description for review and approvals within the organization.	AI assists in streamlining approval processes by suggesting improvements.	1 - 2

LET'S TALK NUMBERS...

Salary boost to employees acquiring AI skills, by department¹

Weighted average percentage increase in salary indicated by employers



SOURCE: Survey of 1,340 employers in the US

1. Employers responding to this survey were offered a range of expected salary increase to choose from for each of the departments. A weighted average share of salary increase is presented here.

**BE CAUTIOUSLY
OPTIMISTIC AND
INCREDIBLY
CURIOUS.**



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**WHEN AI FOOLS YOU INTO
THINKING IT IS A REAL
HUMAN BEING.**



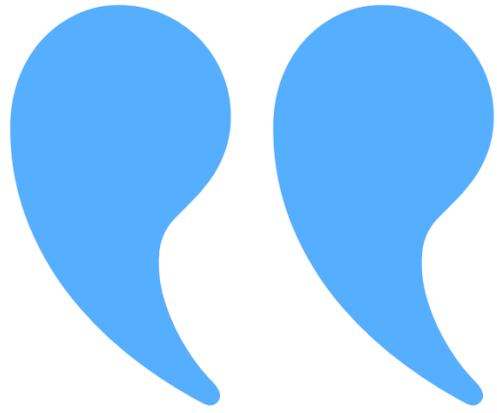
SOME BEST PRACTICES

- 1 **Be Thoughtful About What You Share**
- 2 **Iterate and Refine**
- 3 **Regularly Review Output**
- 4 **Always Include Human Review**
- 5 **Develop Strategy & Guidelines**

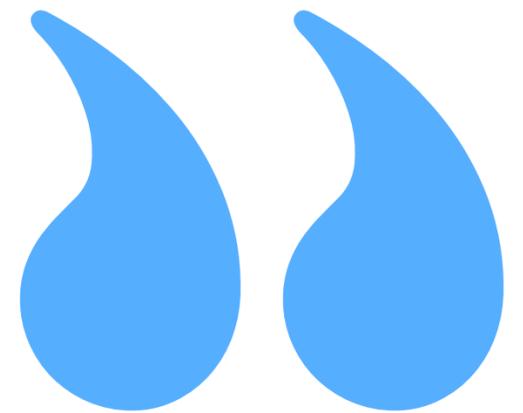
WRAP IT UP!



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The introduction of Artificial Intelligence into the workplace is, at its core, a 'people' opportunity. That's why people leaders should be playing a central leadership role in AI's adoption.



LEARN MORE

Forbes Article: [How Small Business and Entrepreneurs Can Benefit from AI](#)
Dataiku: Myth vs Reality? [Debunking the 5 Most Common Myths about AI](#)

Podcasts:

The ChatGPT Report

AI in Business

Eye on AI

The ChatGPT Report

Creating AI Mindset:

- Set aside 30 minutes a week to test 3 new AI tools.
- Share a finding with at least 1 other person.
- Maintain a table of notes/insights and results.

What working with us looks like:

1

AI Foundations
Workshop

2

AI-Readiness
Diagnostic

3

AI Integration
Suite

- Customizing AI to Fit Company Culture
- Aligning AI with Organizational Values
- Creating Roadmaps for AI Adoption
- Using and integrating AI as a Part of HR Strategy



I'm Theresa

Let's Connect!

Linkedin: Theresa Fesinstine

LinkedIn FREE Group: [peoplepower.ai](https://www.linkedin.com/groups/peoplepower-ai)

Website: www.peoplepower.ai

Complete this
2 minute survey
to share your thoughts.





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