How to Create a More Human Recruiting Process

In the era of ARTIFICIAL INTELLIGENCE

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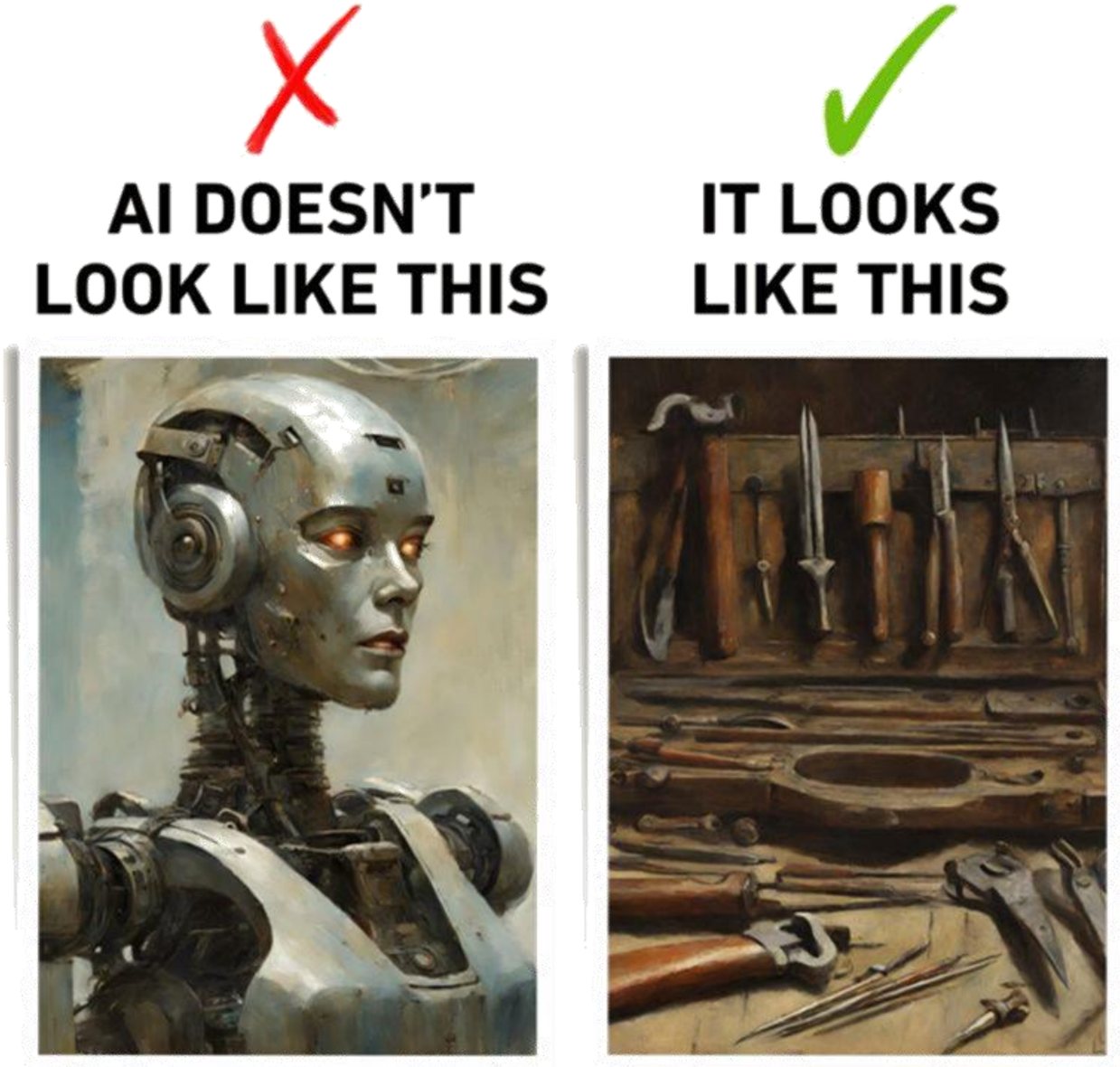
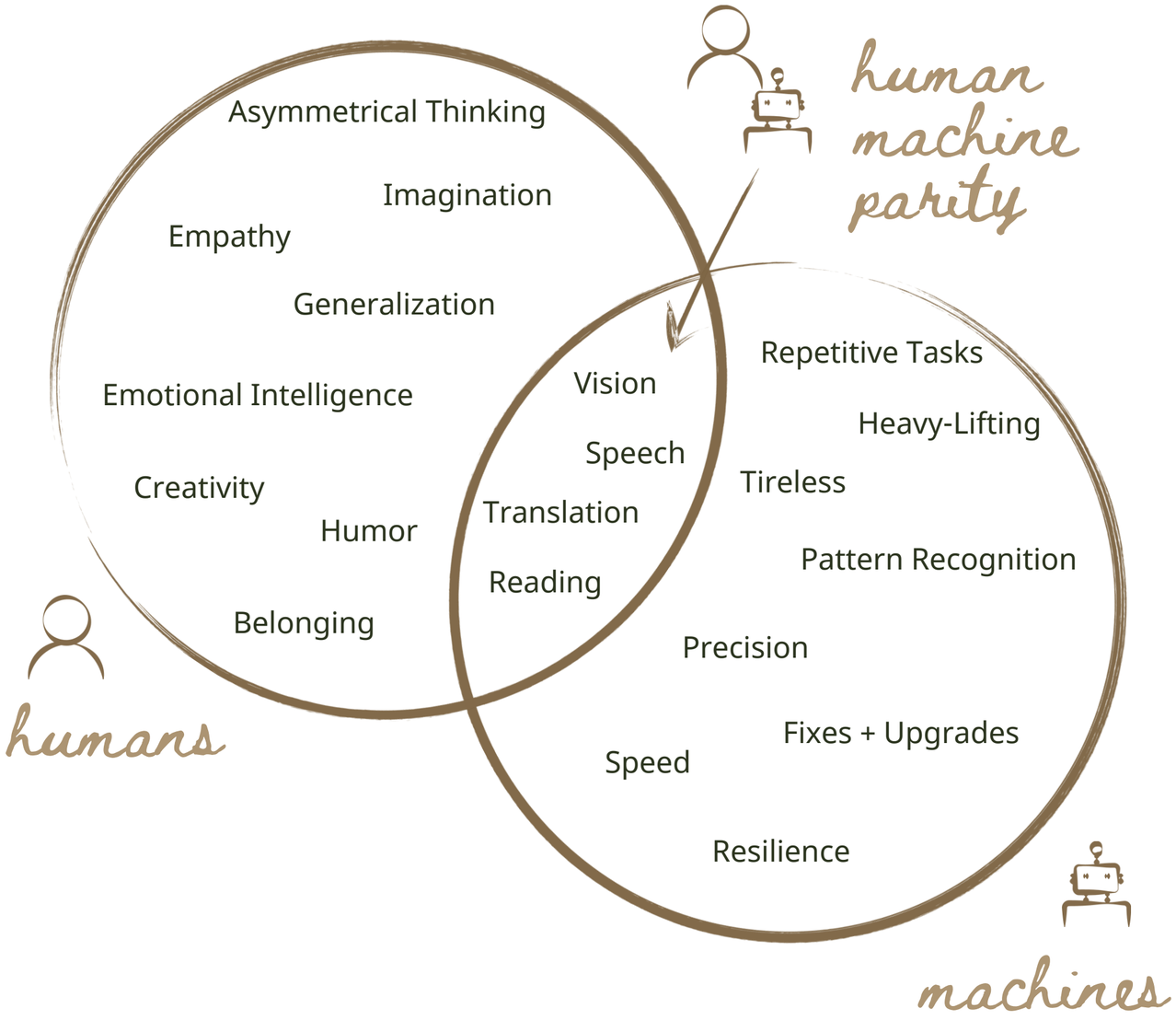
Author of *Autonomous Transformation*

Founder and CEO, The Profitable Good Company

What does AI look like?



Humans and Machines

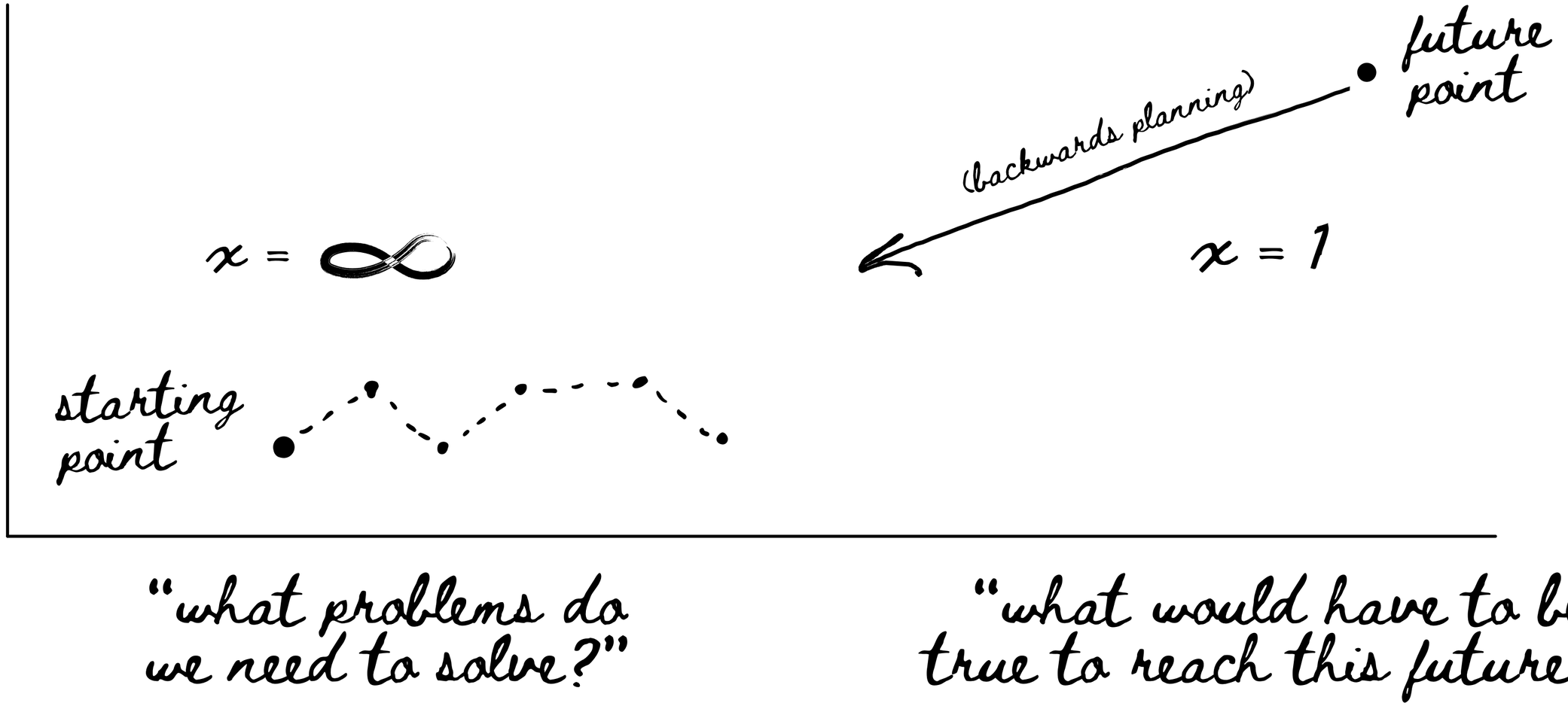


In music, tools such as instruments and recording equipment bring a great song to life, but they don’t make a mediocre song great.

It’s the same with AI. AI can bring a great vision and strategy to life, but it won’t make a mediocre vision and strategy great.

Problem Solving

Future Solving



"what problems do we need to solve?"

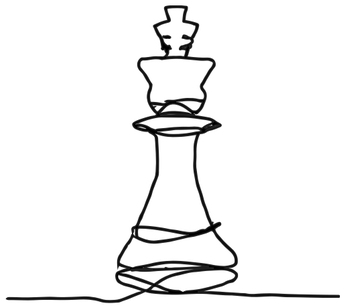
"what would have to be true to reach this future?"

Envisioning

How is the role of data evolving in recruiting?

Systemic Strategy applied to Humans and Machines

ANALYSIS



1. Take it apart and examine its parts
2. Try to understand each part taken separately
3. Aggregate an understanding of the parts into an understanding of the whole

HOW IT WORKS

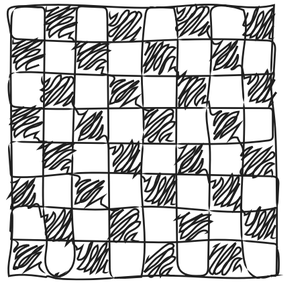
(knowledge)

subject

WHY IT EXISTS

(understanding)

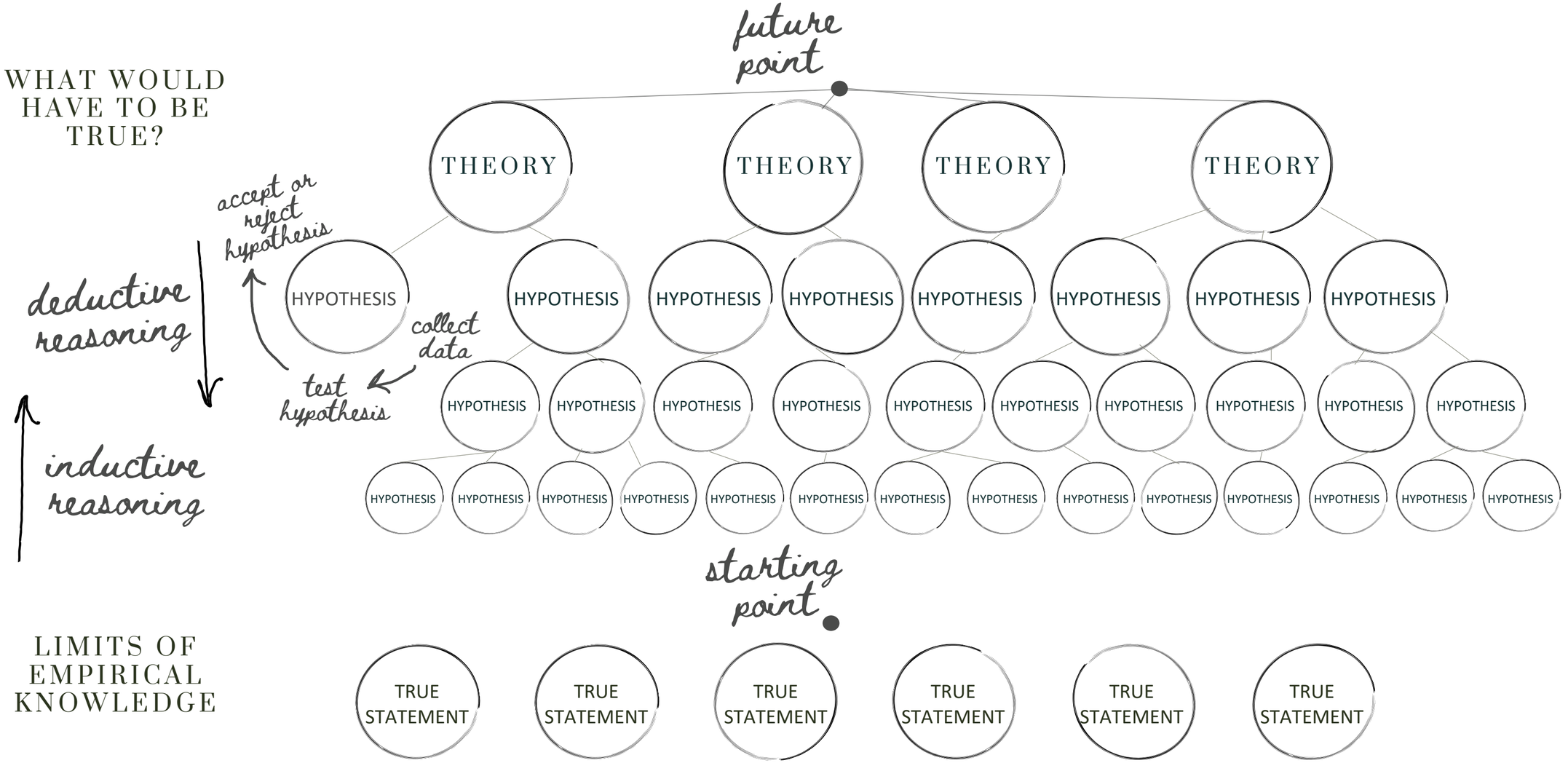
3. Disaggregate the understanding of the whole into an understanding of the part by identifying its role or function in the system of which it is a part
2. Try to understand the containing system, the larger system, not the parts
1. Examine its role or function as a part of a larger system



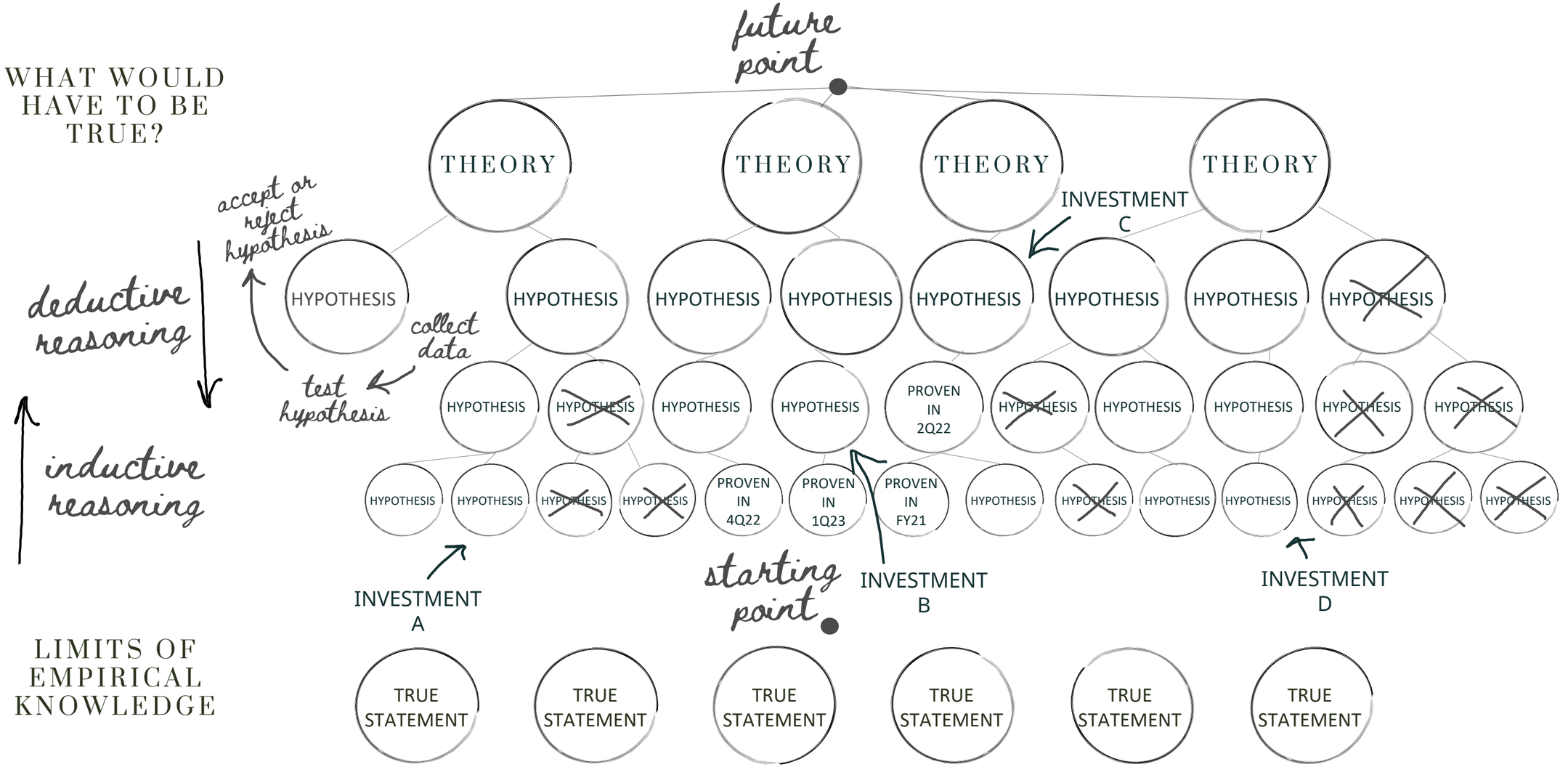
SYNTHESIS

Should we reconsider Data-Driven Decision-Making?

Reason-Driven Decision-Making



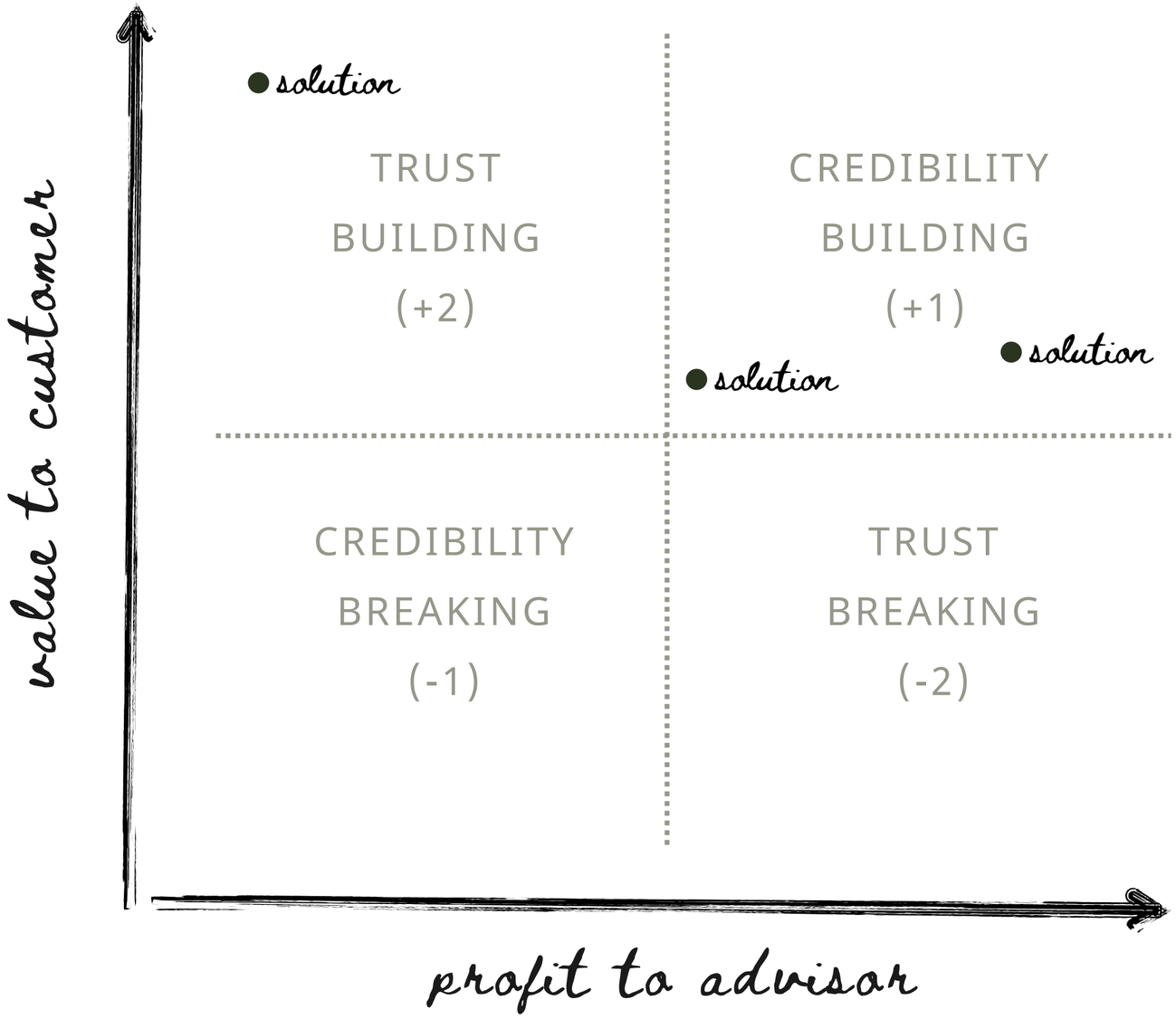
Reason-Driven Decision-Making (cont)



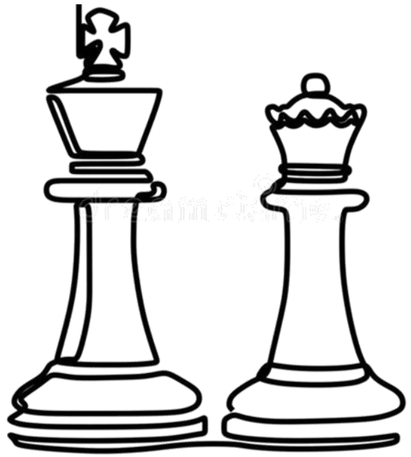
Discernment

ECONOMIC INCENTIVE TEST

1. Give advisor 5 disparate problem statements
2. Plot their recommendations on the graph
3. Do the math



Discernment (cont)



slippery slope is a fallacy in which a course of action is objected to on the grounds that once taken it will lead to additional actions until some undesirable consequence results

200M/s

non sequitur is a fallacy in which a conclusion does not follow logically from what preceded it

Discernment (cont)

Appeal to Authority

the argument that if a credible source believes something, then it must be true

> Stephen Hawking, in 2014: The primitive forms of artificial intelligence we already have, have proved very useful. But I think the development of full artificial intelligence could spell the end of the human race. Once humans develop artificial intelligence, it would take off on its own, and redesign itself at an ever increasing rate. Humans, who are limited by slow biological evolution, couldn't compete and would be superseded.

Does rampant AI threaten humanity? BBC News
"Pity the poor meat bags."

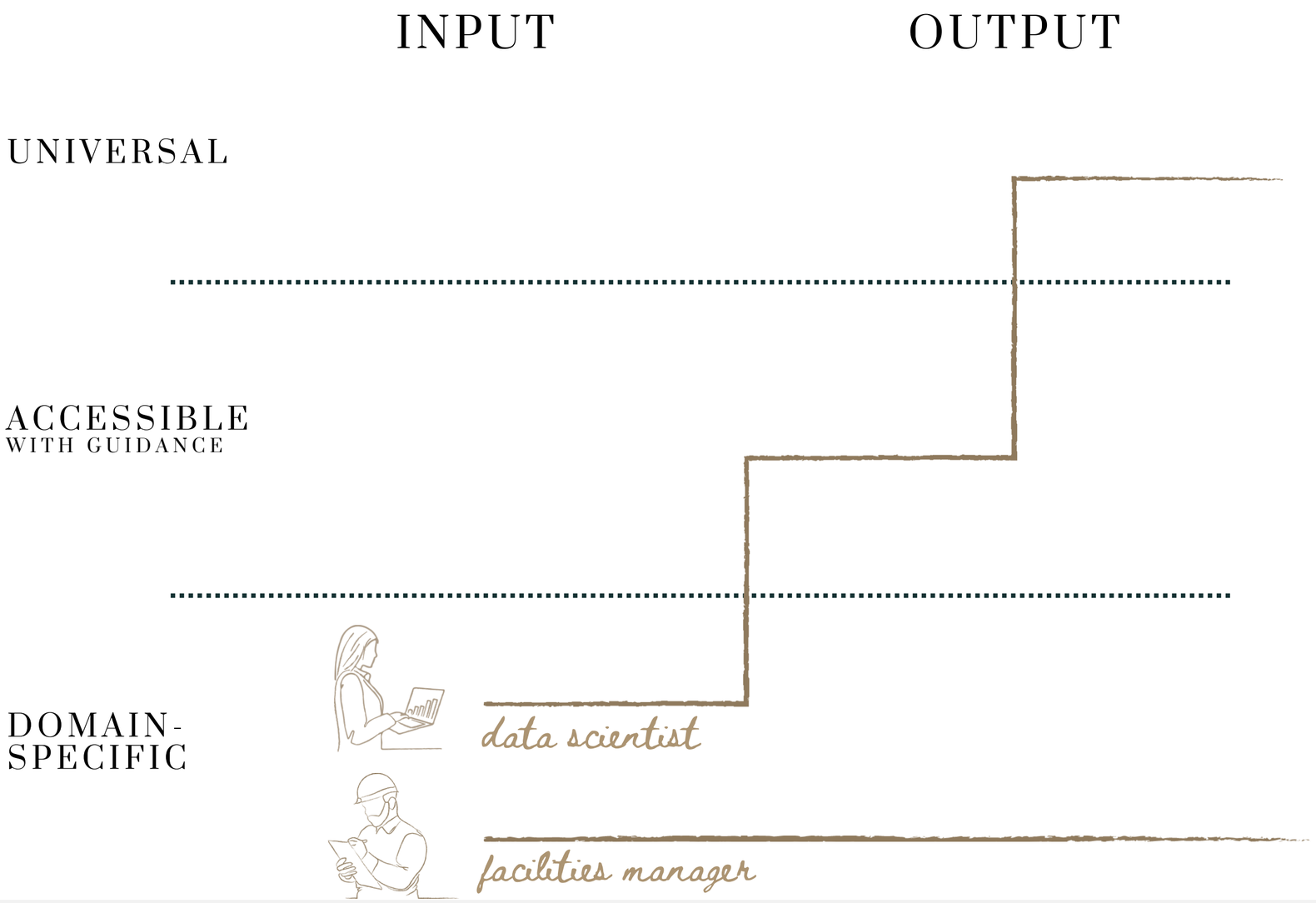
Sure, Artificial Intelligence May End Our World, But That Is Not the Main Problem Wired
"The robots will rise, we're told. The machines will assume control. For decades we have heard these warnings and fears about artificial intelligence taking over and ending humankind."

Beware The Robots, Says Hawking Forbes
"British physicist Stephen Hawking has warned of the apocalyptic threat artificial intelligence (AI) poses to people[…]"

Artificial intelligence could spell end of human race – Stephen Hawking The Guardian
"Technology will eventually become self-aware and supersede humanity, says astrophysicist."

5 Very Smart People Who Think Artificial Intelligence Could Bring the Apocalypse Time
"On the list of doomsday scenarios that could wipe out the human race, super-smart killer robots rate pretty high in the public consciousness."

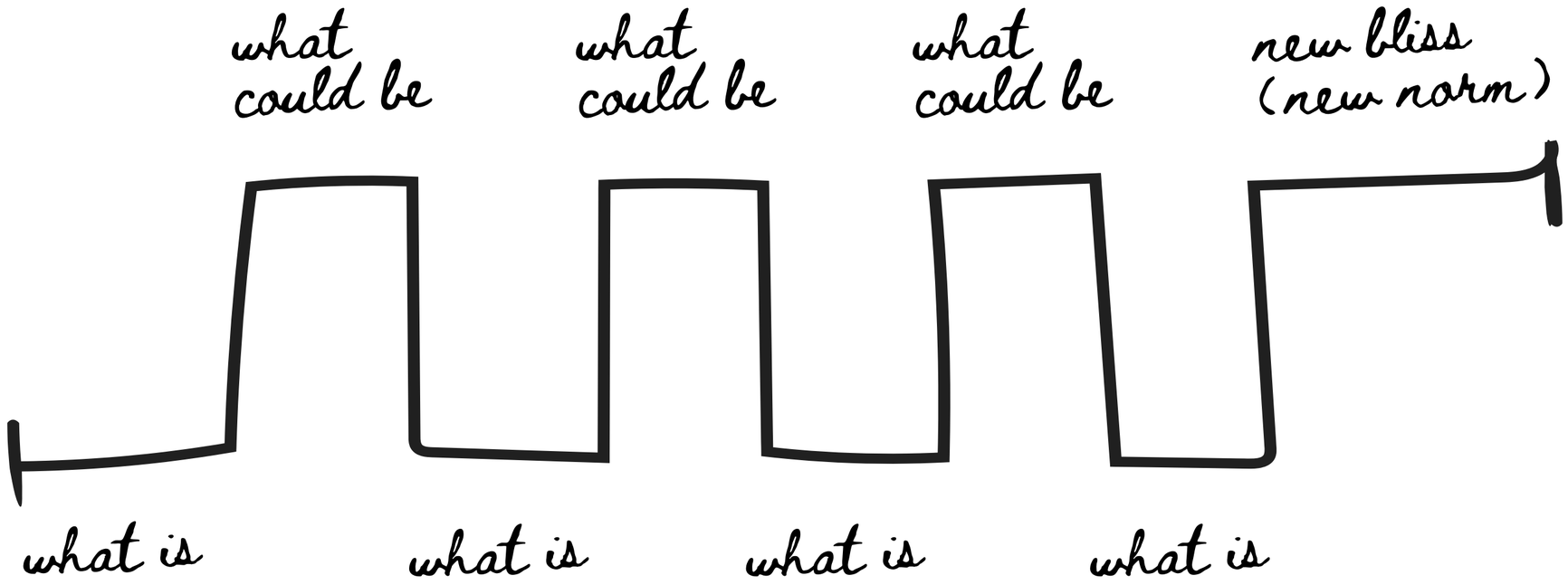
6. Multiplying Expertise (~~Translation~~)



Storytelling

SECRET STRUCTURE OF GREAT TALKS

BY NANCY DUARTE



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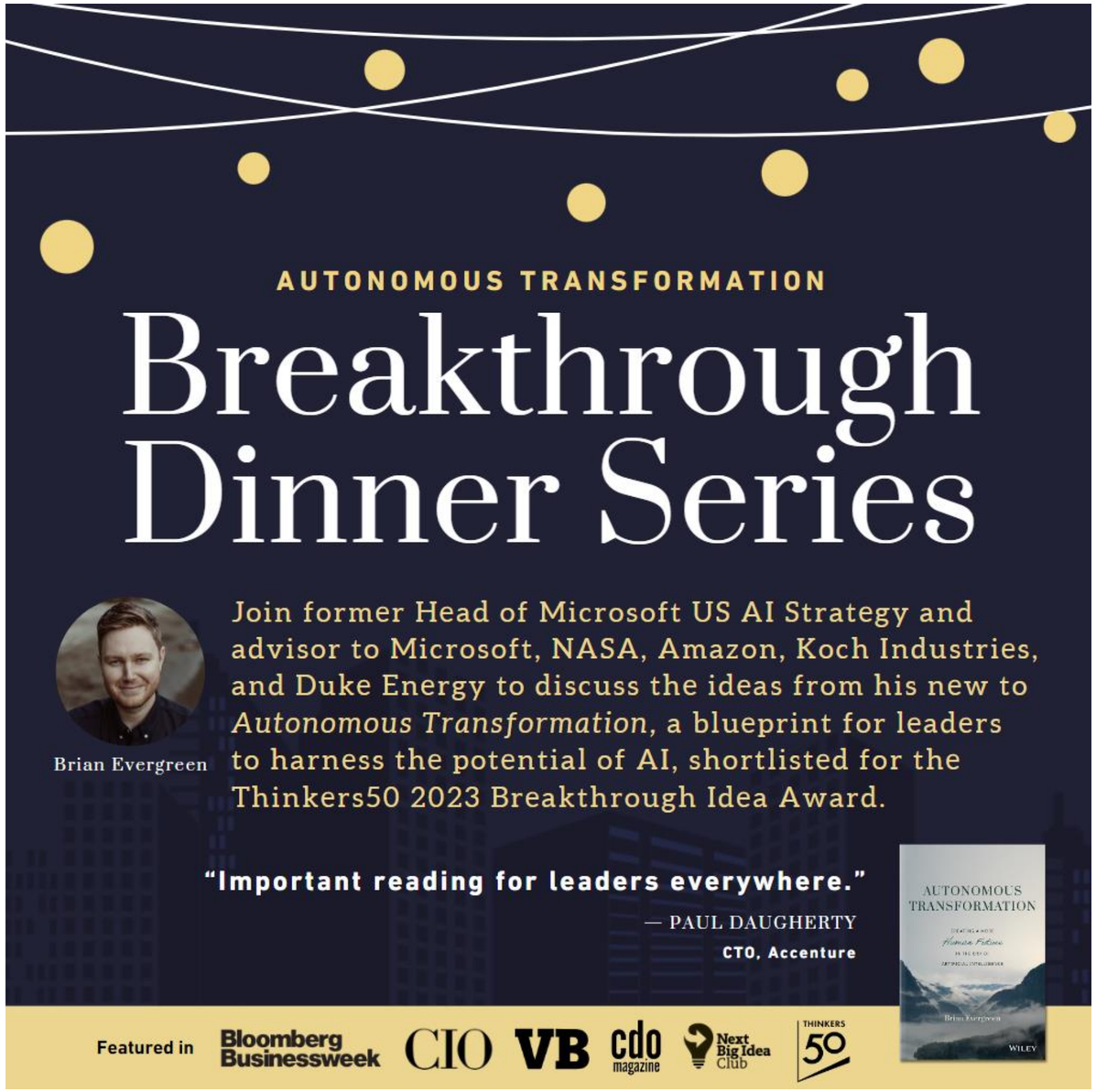
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