## How to Create a More Human Recruiting Process In the era of ARTIFICIAL INTELLIGENCE

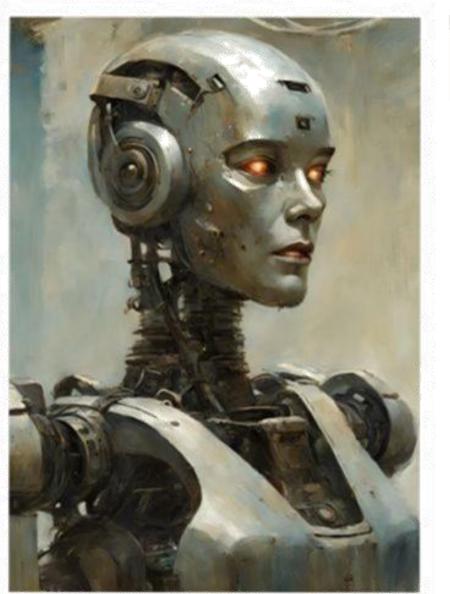


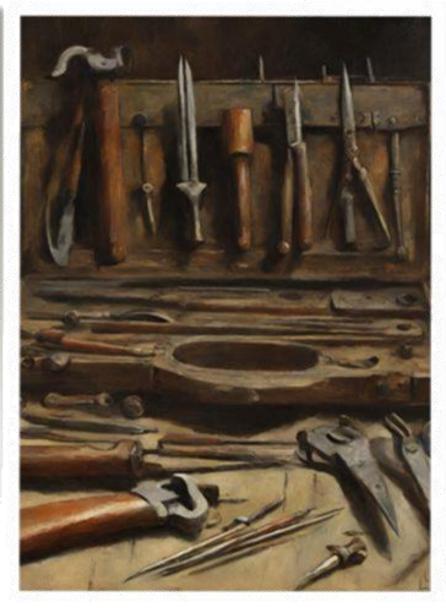
Brian Evergreen

Author of Autonomous Transformation Founder and CEO, The Profitable Good Company

# What does AI look like?

### AI DOESN'T LOOK LIKE THIS

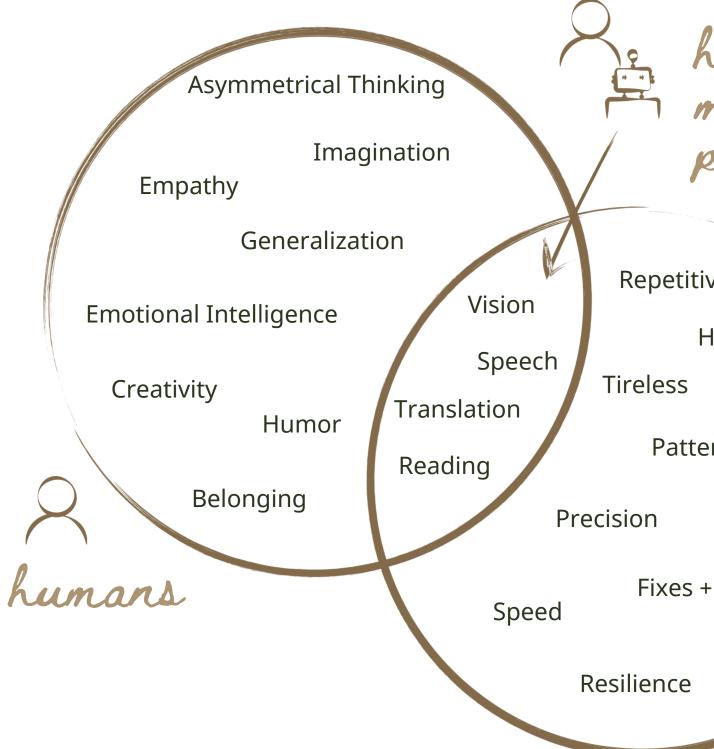








### Humans and Machines



| human<br>nachine<br>earity |
|----------------------------|
|                            |
| ve Tasks                   |
| Heavy-Lifting              |
| ern Recognition            |
| - Upgrades                 |
|                            |
| machines                   |



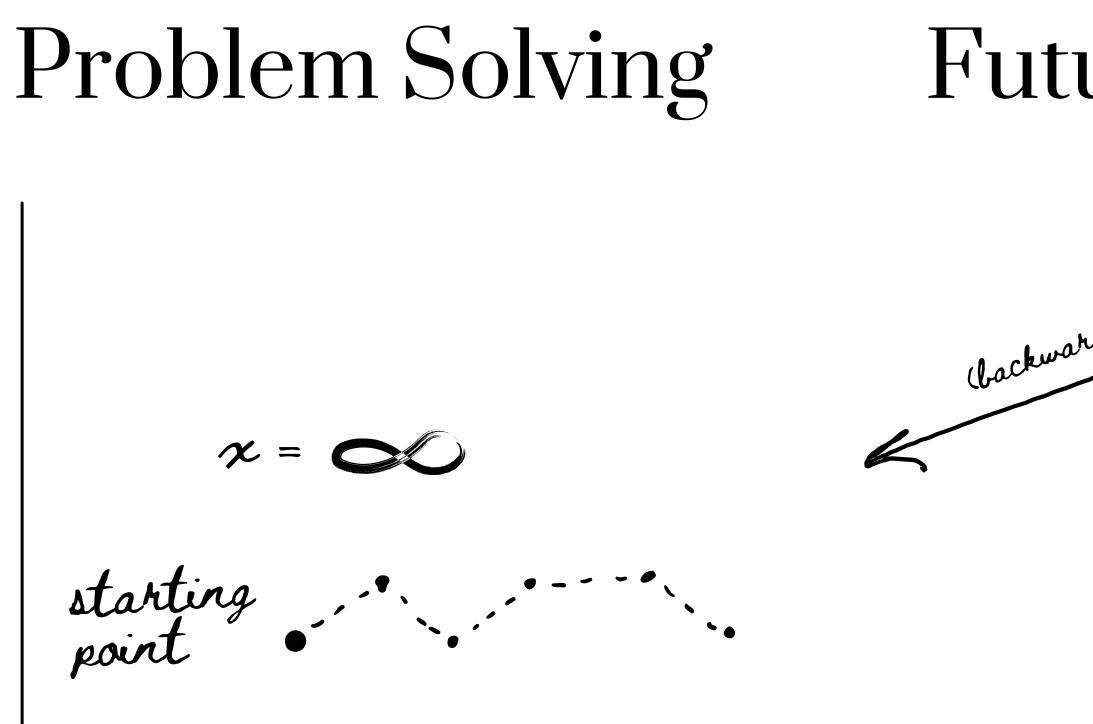




### In music, tools such as instruments and recording equipment bring a great song to life, but they don't make a mediocre song great.

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.





"what problems do we need to solve?"

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

# Future Solving

• future point

(backwards planning)

x = 1



# Envisioning



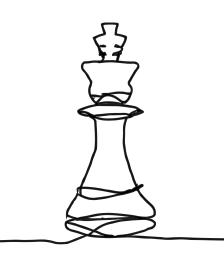


# How is the role of data evolving in recruiting?



### Systemic Strategy applied to Humans and Machines

### ANALYSIS



- **7** Take it apart and examine its parts
- 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

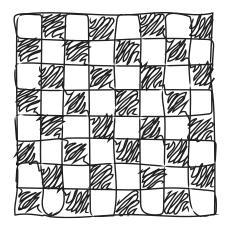
#### WHY IT EXISTS

(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

**7** Try to understand the containing system, the larger system, not the parts

Examine its role or function as a part of a larger system



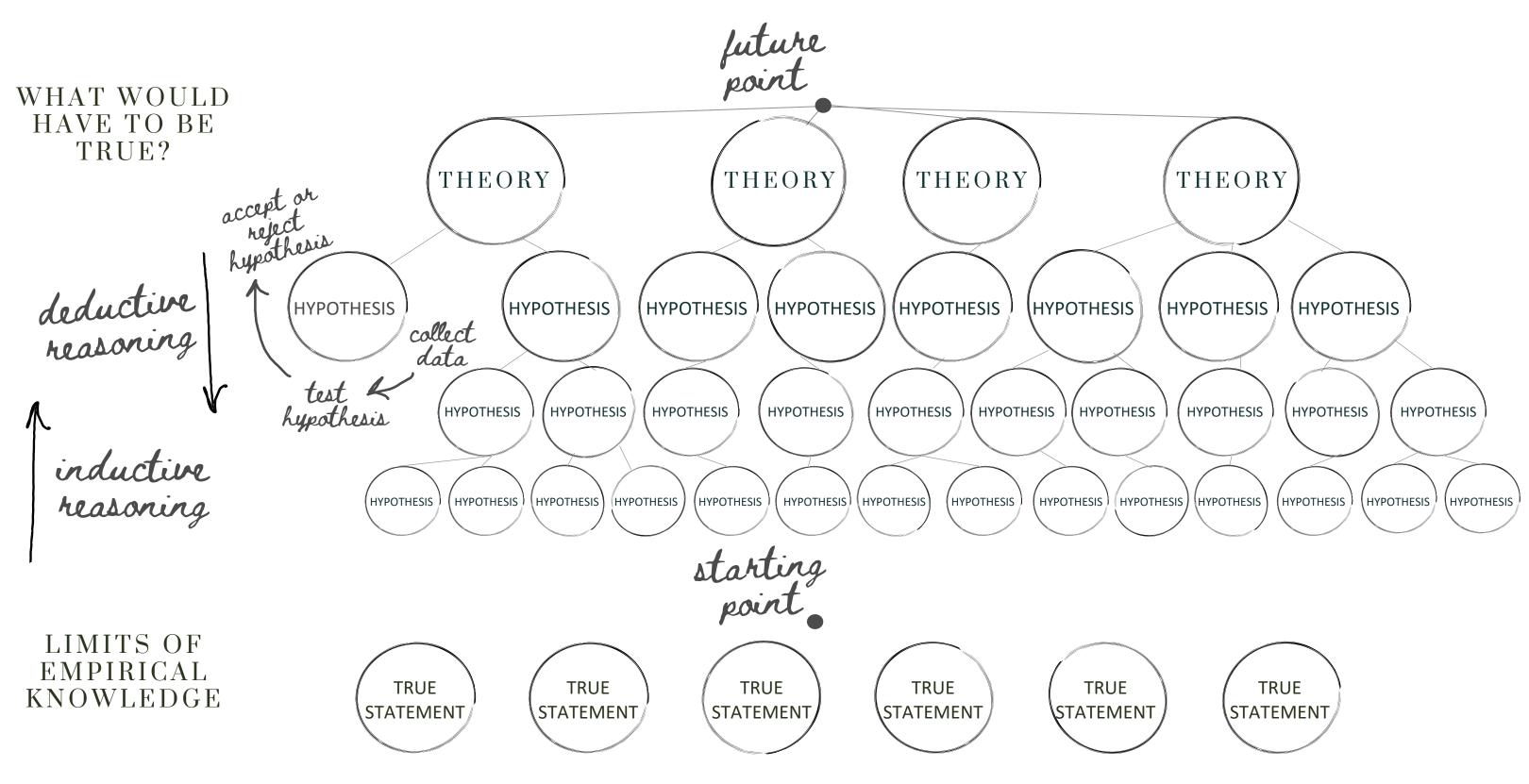
### SYNTHESIS



# Should we reconsider Data-Driven Decision-Making?

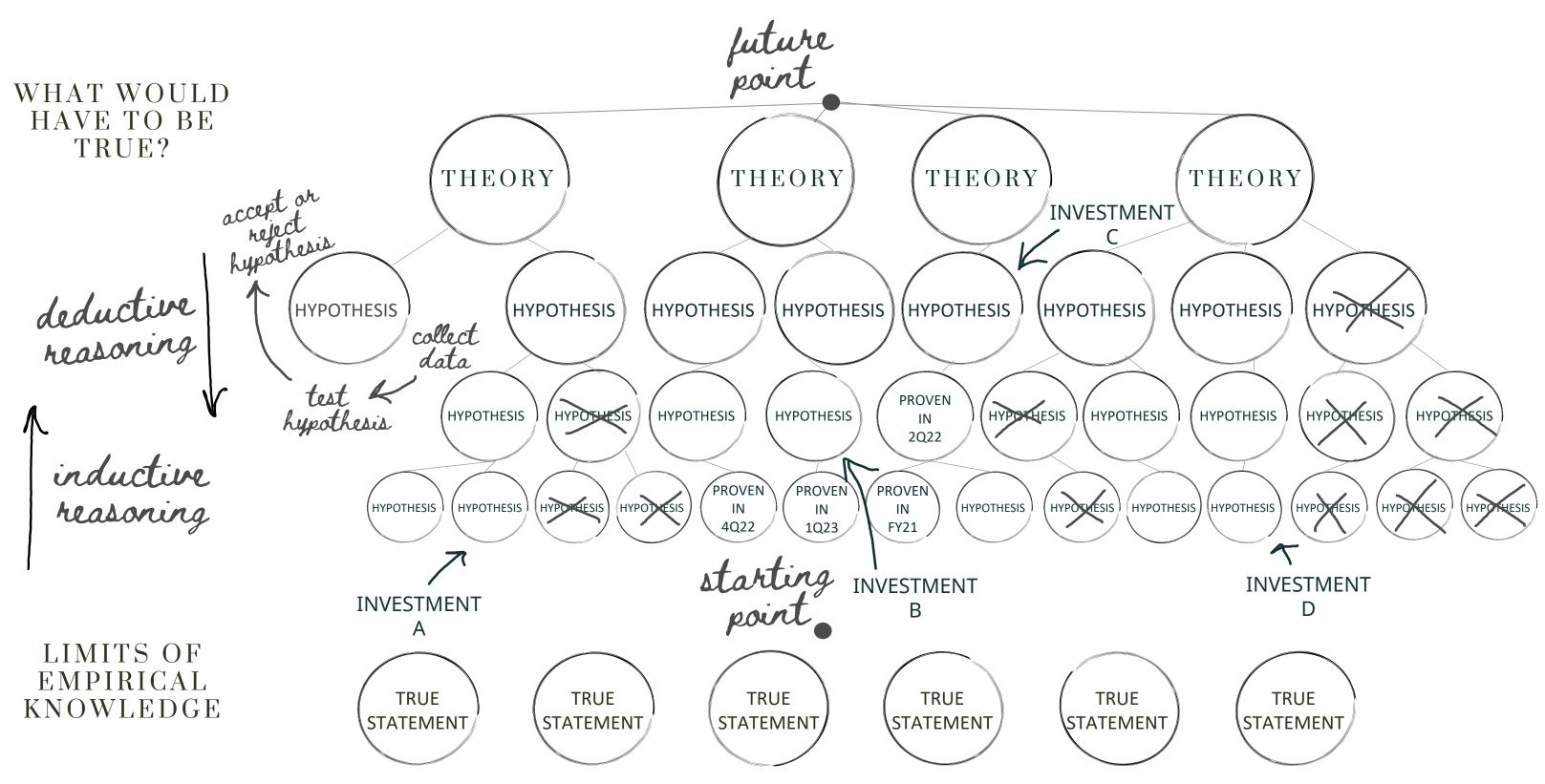


# Reason-Driven Decision-Making





# Reason-Driven Decision-Making (cont)





## Discernment

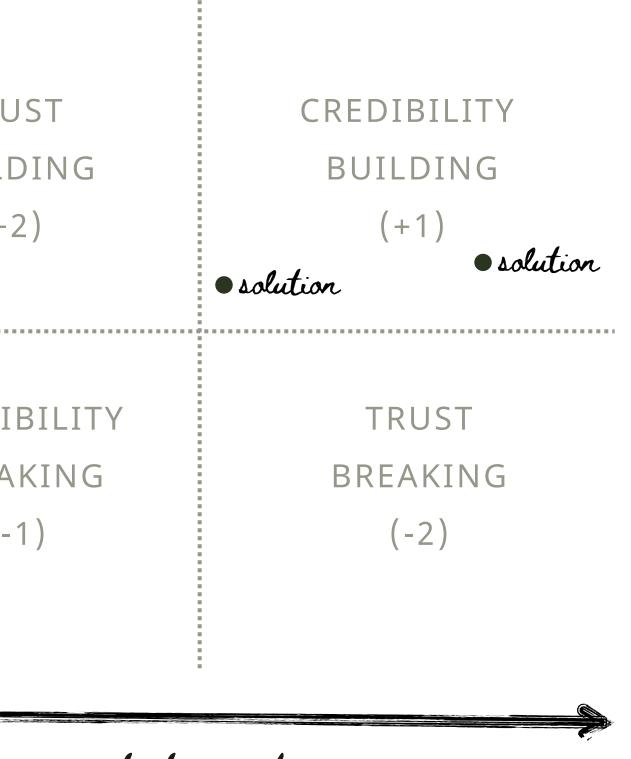
ECONOMIC INCENTIVE TEST

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

| • solution |
|------------|
| TRUS       |
| BUILDI     |
| (+2)       |
|            |
|            |
| CREDIB     |
| BREAK      |
| (-1)       |
|            |

Cull

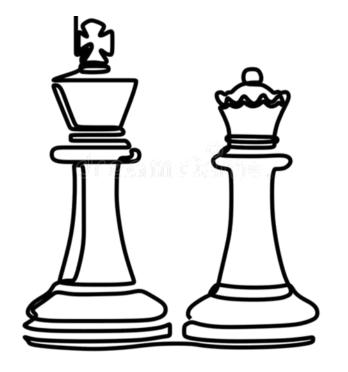
ralue to



profit to advisor



## 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

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 artificia

"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)

INPUT

UNIVERSAL

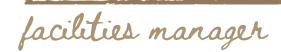
ACCESSIBLE WITH GUIDANCE





data scientist

......





#### OUTPUT



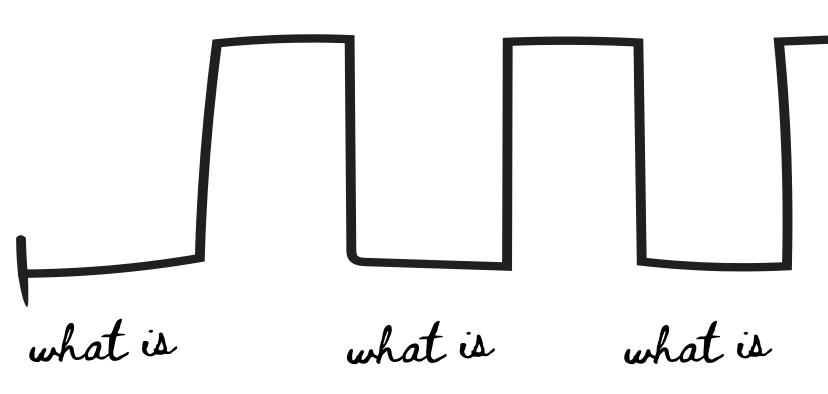
# Storytelling

#### SECRET STRUCTURE OF GREAT TALKS BY NANCY DUARTE

what could be

what could be

what could be



new bliss (new norm)

what is





# 'I'hank you



### Connect with me

Brian Evergreen

Featured in

# AUTONOMOUS TRANSFORMATION Breakthrough Dinner Series

Join former Head of Microsoft US AI Strategy and advisor to Microsoft, NASA, Amazon, Koch Industries, and Duke Energy to discuss the ideas from his new to Autonomous Transformation, a blueprint for leaders to harness the potential of AI, shortlisted for the Thinkers50 2023 Breakthrough Idea Award.

"Important reading for leaders everywhere."

- PAUL DAUGHERTY **CTO**, Accenture







Connect with me  $\rightarrow$ 

AUTONOMOUS RANSFORMATIC

