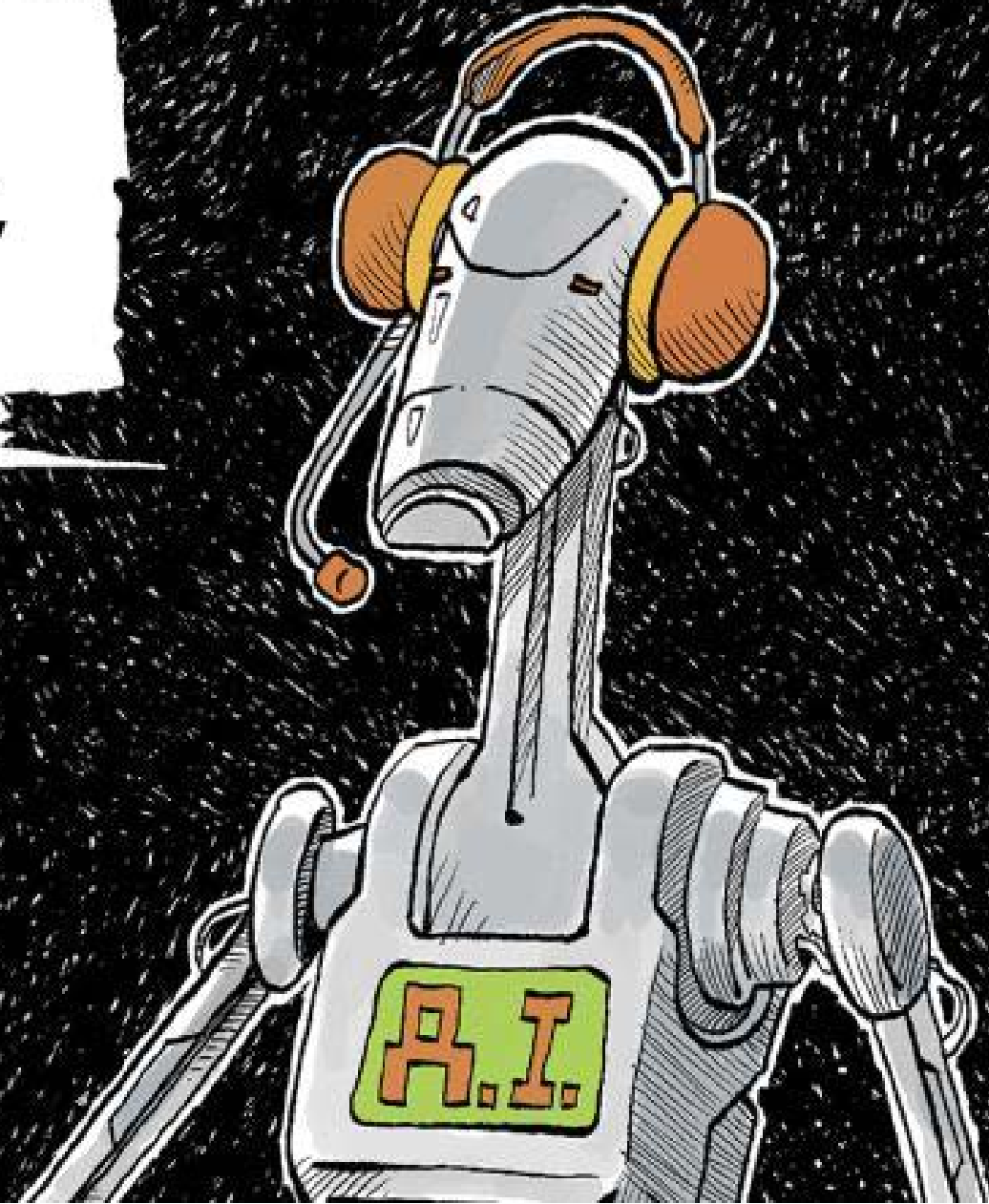# Leveraging AI to Transform your Talent Strategy

Joe Olszewski,

Principal, Strategy & Advisory Services

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AI's HR Superpowers

There's a lot we can do:

1. Find candidates to fill the right roles

2. Create personalized training opportunities

3. Identify personal development skills

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Today We'll Focus On How AI Can…

1. Identify Skills & Gaps

2. Create Content Recommendations

3. Promote Internal Mobility

But Why?

Employee Development Lifecycle

Review and assess
An assessment of:
- Goals
- Performance
- Readiness to advance
- Skill proficiency
- Succession

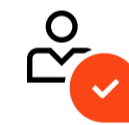**Set goals**
- Identify what you want to achieve
- Add related content to transcript
- Add skills associated to goals
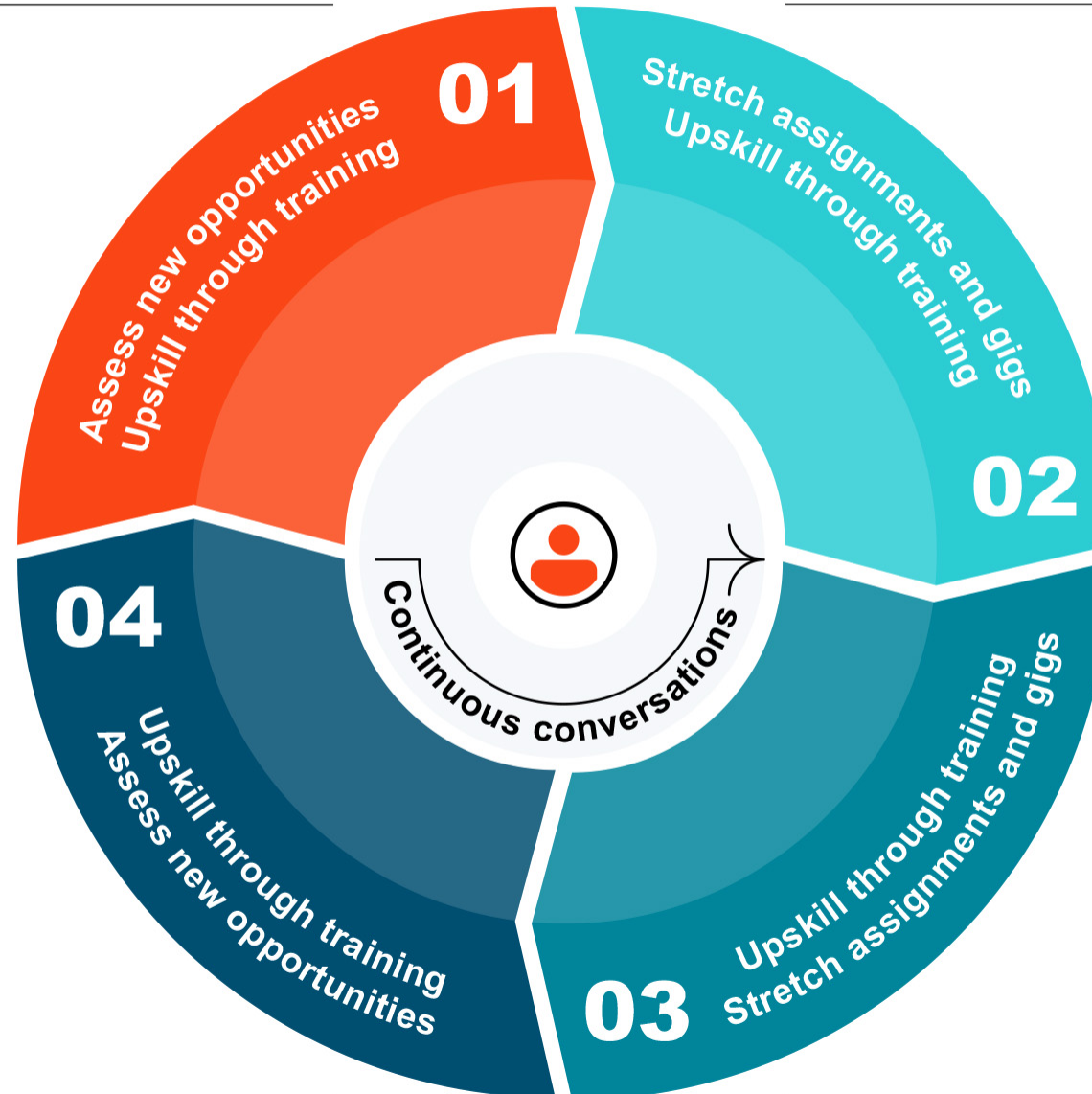- Assess gaps in order to define development needs

Development conversation
- Discuss skill gaps and past performance
- Revisit goals
- Make a development plan

Check in consistently
- Receive feedback and coaching from manager
- Learning recommendations
- Progress toward goals
- Update skills and proficiency levels

01 Assess new opportunities Upskill through training

02 Stretch assignments and gigs Upskill through training

03 Upskill through training Stretch assignments and gigs

04 Upskill through training Assess new opportunities

Continuous conversations

Leveraging AI to Deploy Skills

Identifying Skills

AI can recommend skills based on employee interests and experiences

Skill Development

AI can curate content based on relevance and skill level

Career Pathing

AI can can recommend roles and projects that align to skill aspirations
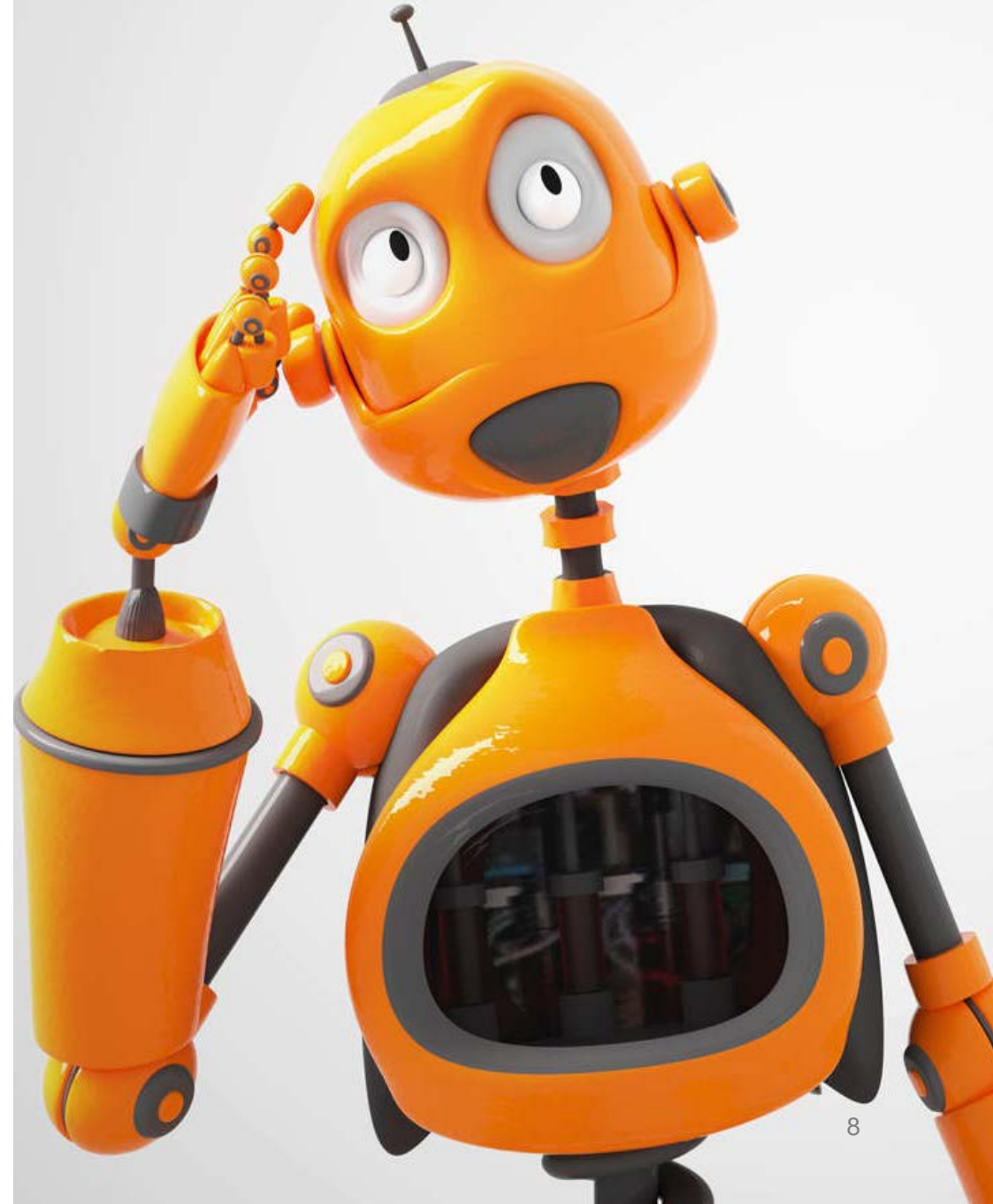
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Create Content Recommendations

Serve the right Content to the right people

What this requires:

- Meta-data

- Content Strategy

- Aligned to Skill Development

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AI to create Talent Mobility

Identifying Skill Gaps, Future Roles & Mentors

Internal Job Roles & Internal Recruitment

Gigs, Assignments, Projects

Manager Controls

Employee Controls

Leverage AI

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Questions?

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Thank You!

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