



FS Club Events



AI & Talent: Smarter Hiring, Stronger Teams

**Sian Joel-Edgar | Associate Professor,
Northeastern University London**

11:00, Wednesday, 12 March 2025



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FS Club Events

A Word From Our Chairman



Mike Wardle

Chief Executive Officer
Z/Yen Group



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Today's Agenda

- 11:00 - 11:05 Chairman's Introduction
- 11:05 - 11:25 Keynote Presentation - Sian Joel-Edgar
- 11:25 - 11:45 Question & Answer



FS Club Events

Today's Speaker



Sian Joel-Edgar
Associate Professor
Northeastern University London

AI & Talent: Smarter Hiring, Stronger Teams

-Northeastern University,
London

Sian Joel-Edgar
Associate Professor in Human Centred
Computing
Director of Postgraduate Taught

Agenda

- What are we working with
- AI arms race
- Workforce Planning and Talent Acquisition
- Performance Management, Learning and Team Development
- Career Planning and Support
- Changing, Off-boarding and Exit management
- Key takeaways from my previous research

What is Artificial Intelligence (AI)

- Artificial Intelligence (AI) is the Simulation of Human Intelligence
- AI is Based on Algorithms and Data Processing
- AI Can Be Categorized into Different Types
- AI Includes Various Technologies and Techniques
- AI Continuously Learns and Improves

How is it being used in Talent Management (Human Resource Management)

According to the International Data Corporation's Future of Work research, 80% of global 2000 companies will use algorithmic managers for hiring, firing, and training workers by 2024 (AIHR, 2025)

AI Arms Race

- Competition for AI-Driven Talent Acquisition and Management
- Ethical and Regulatory Challenges in AI-Powered HR
- AI-Optimised CV and Applications
- AI-Powered Job Search and Interview Preparation



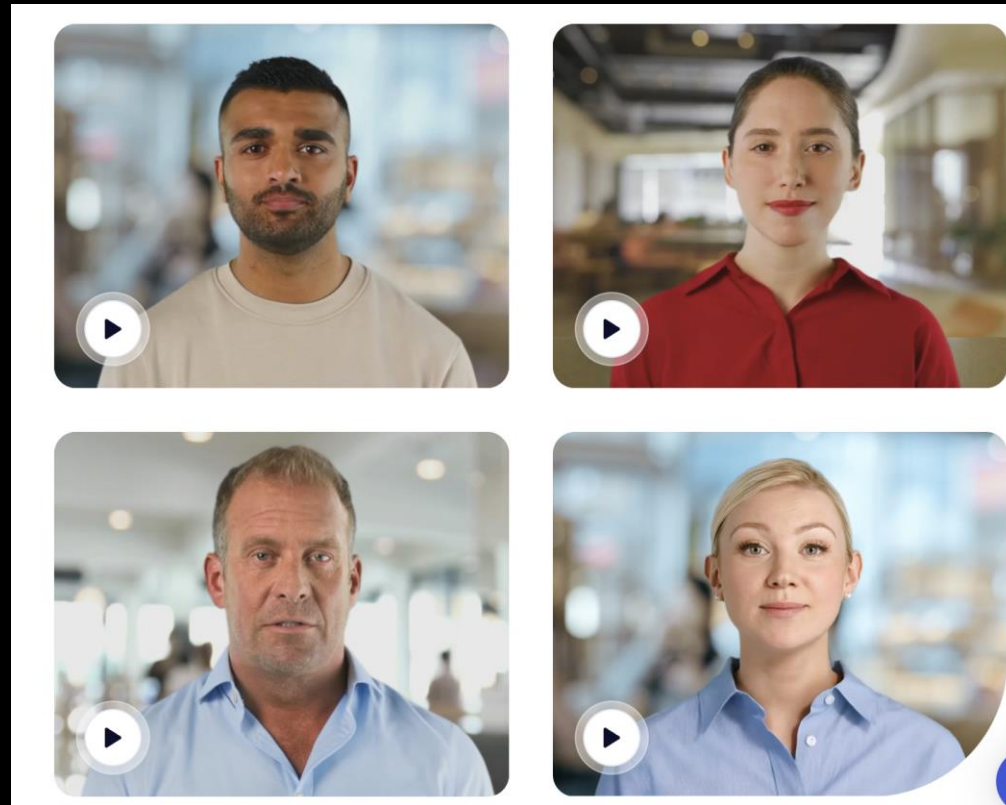
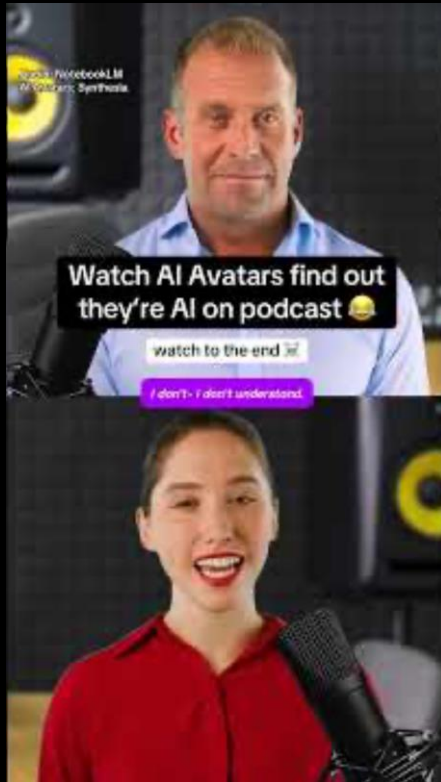
Workforce Planning & Talent Acquisition



- Predictive Analytics for Workforce Planning
- AI-Powered Candidate Sourcing & Screening
- Bias & Diversity

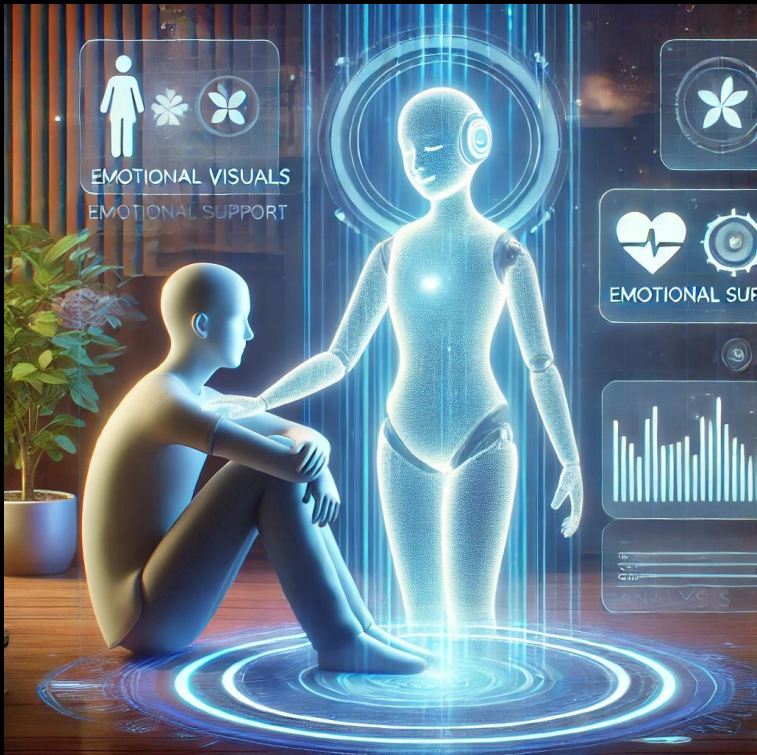
Source: SORA

Performance Management, Learning and Team Development



Source: Synthesia

Career Planning and Support

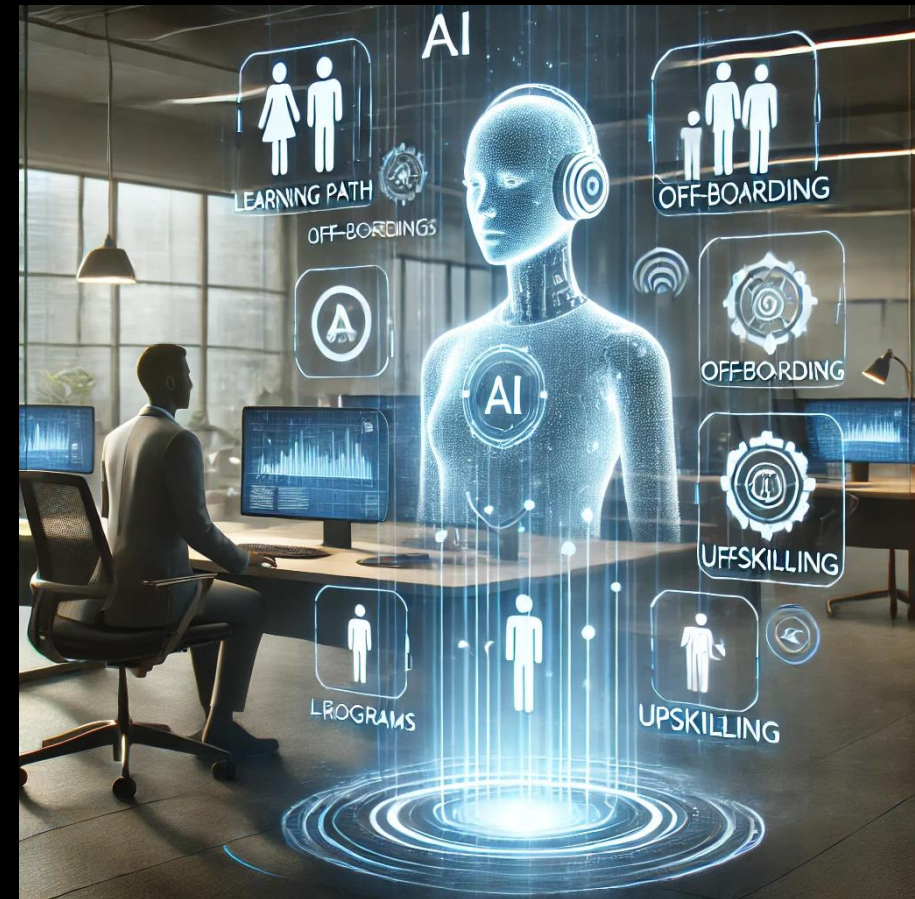


Source: SORA

- Personalised Career Path Recommendations
- AI-Assisted Meditation and Mental Health Support
- AI-Powered Chatbots for Mental Health

Changing, Off-boarding and Exit Management

- AI-Driven Sentiment Analysis
- Automated Off-boarding & Compliance Management
- Workforce Changes and the Future of Work



Source: SORA

Summary

- AI in HRM Requires More Than Just Technical Resources
- AI Enhances HRM Processes but Faces Adoption Barriers
- AI-Human Collaboration (Collective Intelligence) is Essential
- Need for AI Skills Development and Ethical AI Practices.

Chowdhury, S., Dey, P., Joel-Edgar, S., Bhattacharya, S., Rodriguez-Espindola, O., Abadie, A. and Truong, L., 2023. Unlocking the value of artificial intelligence in human resource management through AI capability framework. *Human resource management review*, 33(1), p.100899.

Chowdhury, S., Budhwar, P., Dey, P.K., Joel-Edgar, S. and Abadie, A., 2022. AI-employee collaboration and business performance: Integrating knowledge-based view, socio-technical systems and organisational socialisation framework. *Journal of Business Research*, 144, pp.31-49.



Thank you & Questions

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Comments, Questions & Answers



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Question & Answer

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Forthcoming Events

- Wednesday, 12 March 2025 (13:00 - 15:00 GMT) PISCES Regional Conference - Manchester
- Thursday, 20 March 2025 (09:00 - 09:45 GMT) Launch Of Global Financial Centres Index 37
- Friday, 28 March 2025 (08:30 - 14:30 GMT) Jersey Employee Share Plans & Trustees Conference 2025

Visit: <https://fsclub.zyen.com/events/forthcoming-events/>

Watch past webinars: <https://www.youtube.com/zyengroup>