

A woman with dark hair, wearing a white top, is looking thoughtfully at a tablet. The background is a blurred office setting. Large white text 'Human AI' is overlaid on the right side of the image.

Human AI

AI Agents for Every HR Process

You^{AI}

Your Speakers Today



**Peter
Guess**
Director, Transformation Architect



**Isabel
Ramaglia-Damman**
Senior Director – People
Experience



Your Speakers Today



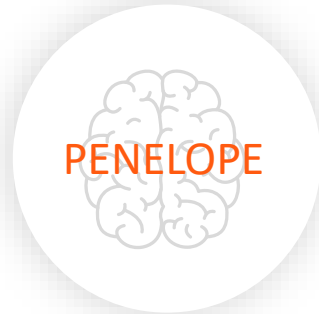
Peter Guess
Director, Transformation Architect



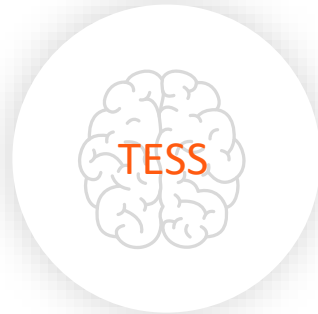
Isabel Ramaglia-Damman
Senior Director – People Experience



Talent Assessment & Recruitment Assistant



People Experience Nexus



Talent Engagement & Sustained Success



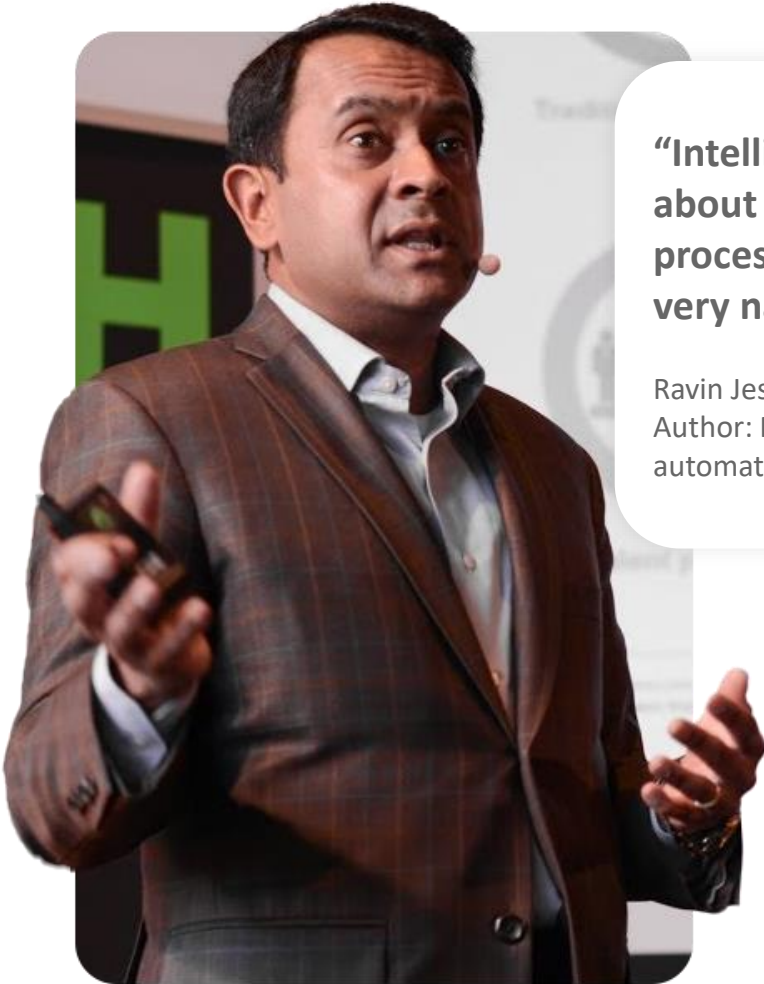
Career Opportunity Conversation Opener



When the world's leading companies need AI + automation, they turn to us.



Make work more Human



“Intelligent Automation and AI is not just about improving efficiency in HR processes; they are about redefining the very nature of work.”

Ravin Jesuthasan
Author: Reinventing Jobs: a 4-step approach for applying automation to work

50%

of work done today could be automated by 2030

Source: McKinsey

90%

of the skills you recruit for today, won't be required in 3-5 years.

Source: Josh Bersin



97 million new roles will be created by the shift in Human + technology interactions

World Economic Forum 2023

How is your HR function performing?

Selected KPIs and Industry Benchmarks to keep in mind

Cost Effectiveness

HR cost per employee

Cycle Time

From Requisition to Offer (days)

Process Efficiency

N. Of HR FTEs (per total no. of employees)

Engagement

Employee Turnover Rate

A woman with long dark hair, wearing a white blouse and a headset, is smiling and looking to her left. She is in a call center environment. In the background, another person is visible, working at a computer. The scene is brightly lit with warm tones.

Talent in Action



TARA

Talent Assessment & Recruitment Assistant



TARA


Talent Assessment & Recruitment Assistant

Manager Self-Service

Raise Job Req.	Create JD
Screen candidates	Talent pool
Interview Scheduling	Interview questions
Benchmarking	Candidate feedback

Recruitment assisted service

Compelling job adverts	Approvals	Candidate screening
Candidate assessment	Feedback chasing	Interview coaching
Pre-employment checks	Skills design	ID checks
Generating offers & contracts	Language support	360 Candidate View

A woman with curly brown hair, wearing a plaid shirt over a white t-shirt, is smiling and shaking hands with a man in a light blue shirt. They are sitting at a table in what appears to be a meeting or interview setting. In the background, another person is visible at a desk with a laptop.

**30% of interview decisions made within
5 minutes**

(Sources: Ambady & Rosenthal 1992, Barrick et al 2012)

A woman with long dark hair, wearing a white blazer and a headset, is smiling and looking to her left. She is in a call center environment. In the background, a man in a light-colored sweater is working at a computer. The scene is brightly lit with warm tones.

See TARA in action



Kent Community Health
NHS Foundation Trust

Digital workers reduced the time it took to recruit by over 3 weeks...

KCHFT were able to reduce the time it took to recruit, increased data quality scores, and released time and money back to the trust, allowing them to provide better patient care.



Reduced time to recruit by over 3 weeks

Candidates referenced in 15 days

Over £460,000 in cost savings to date

Over 30,000 hours back to the trust



Digital workers prove their value,
boosting productivity with
Workday by 85%

Dell EMC delivered a suite of HR automations to manage the entire recruitment process, improving both recruiter and candidate experience

Automated entire end to end recruitment cycle

30 automations deployed in a single year

Over 85% efficiency gains

Automation first...wherever possible



Intelligent Automation & AI to transform employee experience

Recruitment

- Creating job descriptions
- CV shortlisting
- Interview scheduling
- Chasing feedback
- ATS status tracking
- Talent pools
- Offers & contracts
- Pre-employment checks

Onboarding

- Collection of employee information
- Notifications to internal and 3rd parties
- Raising requests for equipment and systems access
- User account creation
- Document verification
- Welcome emails

Master Data Management

- New hires data feeds
- Transfers and terminations
- Real time sync with other systems
- Data quality and governance controls
- GDPR

Learning & Development

- Performance reviews
- Talent pools
- 9 box grids
- Certification reviews
- Career development

Payroll & Offboarding

- Time & attendance
- Additional pay uploads
- Payroll validations and sign offs
- Payslip management
- Employee exit process
- Overpayment avoidance

Insights & Analytics

- Cleansing
- Periodic reporting
- Functional dashboards
- Job analysis and classification
- Insights & Summaries
- Forecasting



PENELOPE

People Experience Nexus



PENELOPE

People Experience Nexus

Manager Self-Service

HR policies

Manager coach

People advisor

Interview tips

Payroll cut-off dates

Expense guide

HR Brain

Well-being

HR assisted service

Policy creator

HR Procedures

Employee analysis

Benchmarking

Talent assessments

Pay reviews

Data insights


Forecasting

Contract review

HR Brain

Language support


360 employee view

A woman with long dark hair, wearing a white top and a headset, is smiling and looking to her left. She is in a call center environment with other people working at computers in the background. The text "See PENELOPE in action" is overlaid on the left side of the image.

**See PENELOPE
in action**

Automation Anywhere GPT - x +


chat-beta.automationanywhere.com/eLddIWc6XH6hxkiOTfNO

 AUTOMATION ANYWHERE

Penelope

+ New Chat

- IT Ticket
- Live Help
- Your Questions
- Provide Feedback

 AUTOMATION ANYWHERE + GENERATIVE AI

+ [Microphone] →

Try asking

I need to reset my Okta Password Can I expense my Uber ride? I have an issue with VPN / Global Connect

When is the next company holiday? I need to refresh my laptop Get information on my benefits

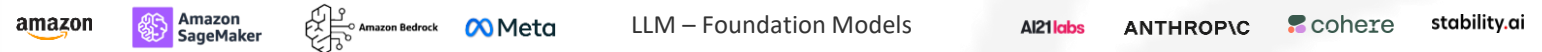
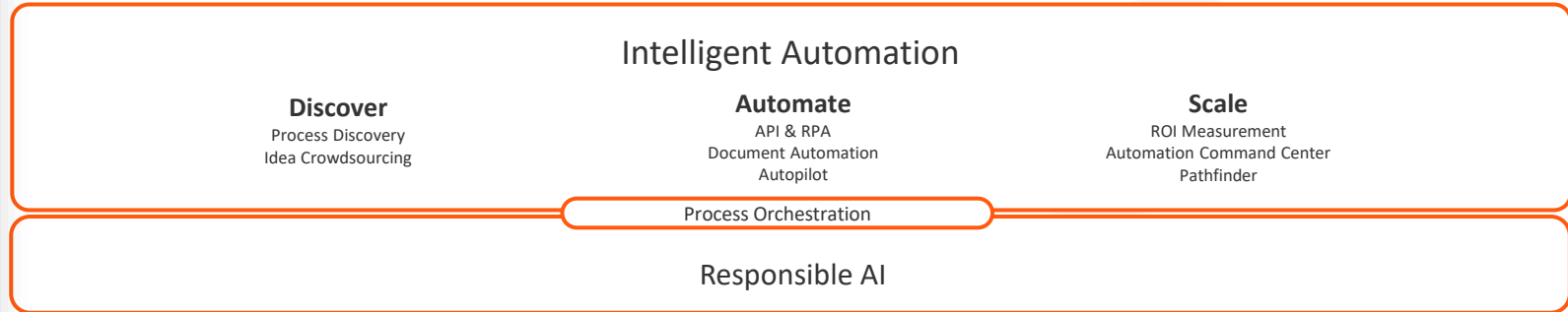
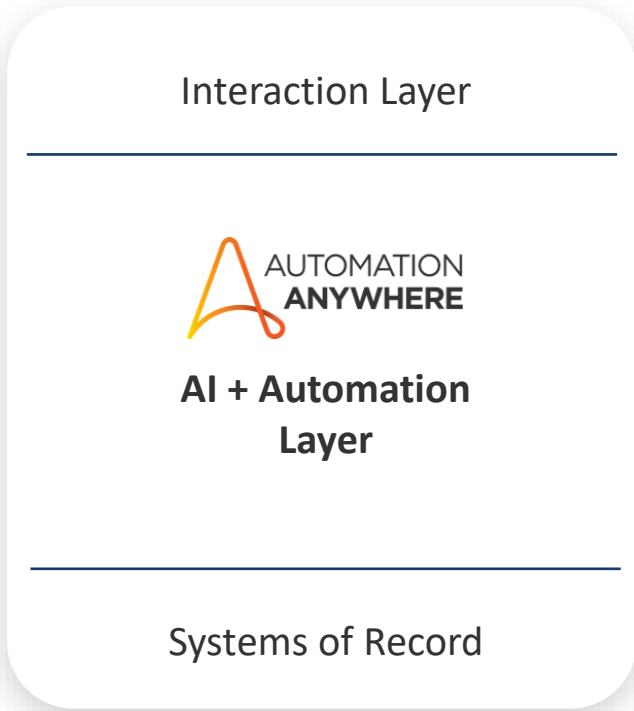
Notice: This service is in Beta. Please do not provide any personal information (of yourself or others), sensitive data, or confidential data in the prompt, as prompts will be sent to, and analyzed by, GenAI to form a response. This service may display inaccurate information, so please verify the output generated. If you ask a question regarding a specific AAI policy, verify the answer by clicking on the provided link to the applicable AAI policy. Please use this service for work purposes only, as AAI is charged per prompt.**

L leon.davies@au... ↻

Businesses Need a New System of Work

Now...

A new system of work for the enterprise—AI
Powered and Transformational



TESS

Talent Engagement & Sustained Success

Does the work that was too detailed and vast for humans to ever do: Tess collates feedback on how managers rate their employees in specific areas and how employees rate our different currencies of retention.

COCO

Career Opportunity Conversation Opener

Allows employees to freely express what they want to do more or less of and their career goals, providing us with rich, unfiltered data. By analyzing this free text data, we gain valuable insights into their thoughts and aspirations.

A man with glasses and a beard, wearing a green sweater, is smiling and looking towards a woman whose back is to the camera. They are sitting at a desk in an office setting. The man is holding a pen and looking at some papers on the desk. In the background, there are other people working at desks, and a brick wall is visible.

Do you want to join our growing list of enterprises in making a radical change?

01

Say
Hello

02

Follow
Us

03

Business
Case

Meet us at
our booth

Come and speak with us at our booth today and tomorrow or speak with us during a break. We can show you these demos in greater depth or discuss any use cases you may have for AI Agents in HR

01

Say
Hello

02

Follow
Us

03

Business
Case

Learn more on our
website and
LinkedIn

We have a host of demos, use cases, and customer stories on our website and socials and regularly posting great new content for HR leaders and beyond.

01

Say
Hello

02

Follow
Us

03

Business
Case

Business Case

A robust and detailed business case is crucial to move forward, so we'll support you with creating a proposal that details all ownership costs, estimated ROI, and quantified benefits of automating specific processes.

Three Key Takeaways

Ideas to stay with you from today's session

- 1 AI will have a massive impact on the future of work
- 2 AI Agents and automation can help HR leaders succeed
- 3 Technology should help you make work more human



A man with a beard and glasses, wearing a light blue shirt, is smiling and looking to the right. He is in a meeting with other people in the background. The text "RE-IMAGINE THE FUTURE OF WORK" is overlaid on the image in white, bold, sans-serif font.

**RE-IMAGINE
THE FUTURE OF WORK**



Go be great.