How Strong Is Your AI Governance Framework?

Leigh Goggins – Head of Global Sales

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Why HR Leadership is Crucial

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Why HR Needs to Lead AI Governance

HR plays a pivotal role in responsible AI implementation

- AI tools are deeply embedded in recruiting, onboarding, performance, and engagement
- HR is accountable for decisions impacting people-related processes
- 79% of adults don't trust companies to deploy AI responsibly, presenting HR a chance to rebuild trust through governance
- HR connects policy, culture, and compliance like no other function

Strategy and HR Ownership

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Building HR-Led AI Strategy

Prepare your team to own AI governance

- Clearly define roles for overseeing AI tools in HR
- Assess AI risks before activating platform features
- Align AI strategy with organizational mission and values
- Establish regular touchpoints to validate decisions

Transparency Builds Trust

Transparency in People Processes

Clarity strengthens relationships

- Disclose AI use in hiring, performance, and processes
- Use plain language to explain AI recommendations
- Retain human oversight for all high-stakes decisions
- Address employees' concerns early and often

Ethics and Fairness Matter

Prioritize Ethics and Fairness

Prevent biases and earn employee confidence

- Regularly test AI tools for bias and unintended consequences
- Include diverse voices in every evaluation process
- Align AI decisions with DEI commitments and organizational values
- Learn from examples, like AI missteps in resume filtering

Focus on Compliance
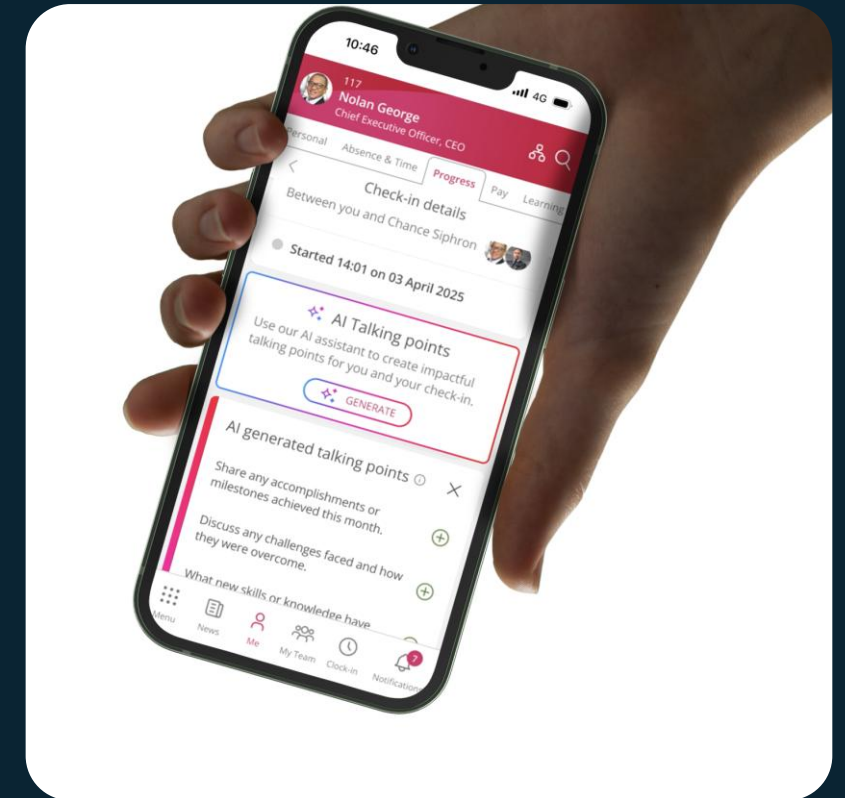
Compliance and Legal Readiness

Documenting AI decisions reduces risks

- Meet state and federal AI law requirements
- Maintain auditable records of AI-enabled decisions
- Ensure documentation of AI transparency and security
- Continuously monitor AI for legal compliance issues

The Role of Training and Culture

Foster Training and Culture

Empower people to work confidently with AI

- Train HR and managers to interpret AI insights effectively
- Reassure employees about AI reducing stress, not monitoring them
- Use feedback loops to iteratively improve AI adoption
- Drive culture alongside AI for seamless integration

Leadership Opportunity in AI
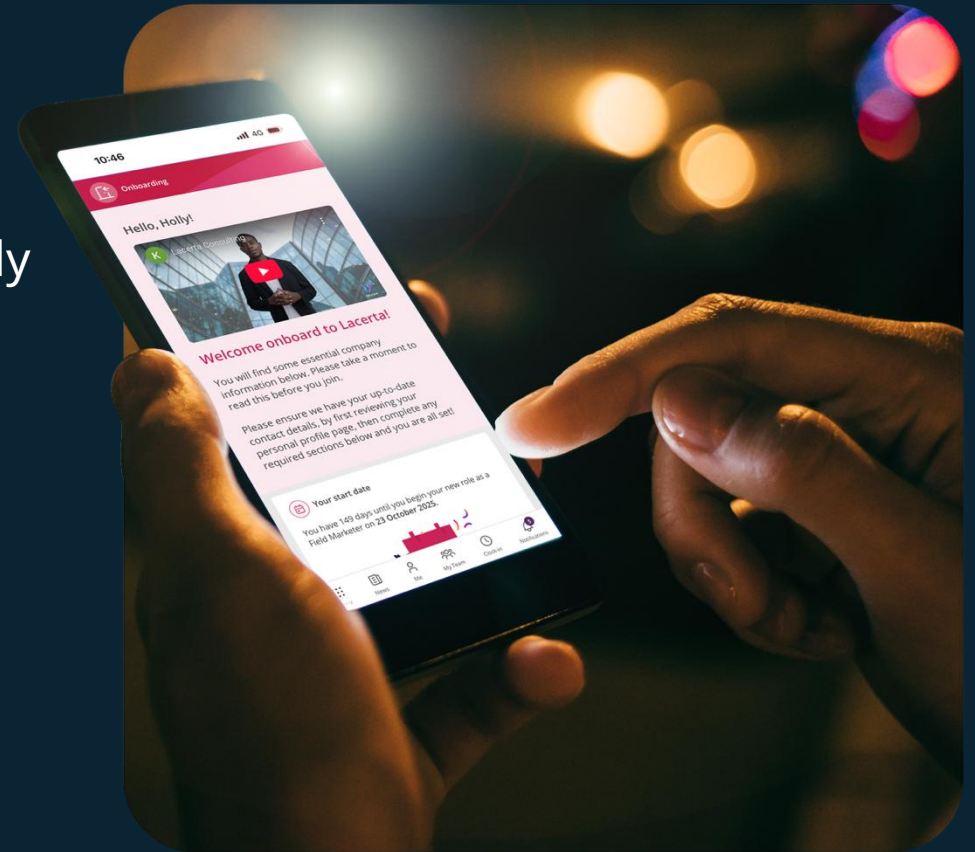
Lead with Transparency and Care

AI governance reflects your values
- AI governance isn't just about tools; it's about leadership
- Lead proactively with transparency, fairness, and care
- HR teams are uniquely positioned to champion responsible AI
- Lay the groundwork for long-term trust and organizational health

What's next

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Start Strengthening Your AI Governance

Download our free AI Governance Checklist
- Assess your organization's AI readiness
- Identify key governance gaps
- Learn industry-wide best practices

Any further questions?

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thank you

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