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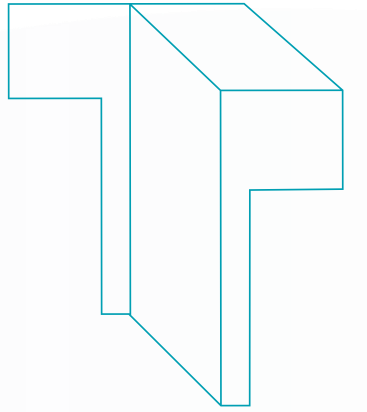
COLLABORATIVE TALENT DEVELOPMENT

COMMUNITY OF PRACTICE

AI AND THE TALENT PIPELINE

Employer Challenges - Evolutionary to Revolutionary

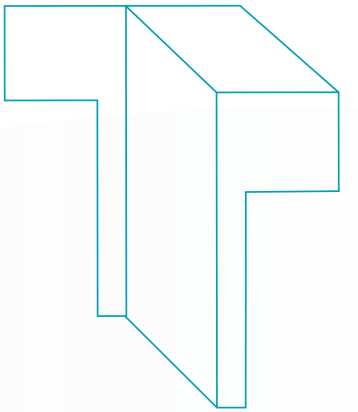
24th April 2024



General announcements & schedule

- 14:00PM** Dr. Claire Mc Bride, Head of the Enterprise Academy
Welcome & Introductions
- 14:10PM** Stephanie Prenderville
AI and the Talent Pipeline: Employer Challenges - Evolutionary to Revolutionary
- 14:35PM** Q&A – Please post questions in the chat
- 14:55PM** Closing Remarks

About the Enterprise Academy



Sector-facing team of academics and domain experts, offering partnership resources to facilitate the co-development of interdisciplinary, accredited talent development programmes.



COLLABORATIVE DESIGN

Co-design of organisation, sector or function-specific programmes



COLLABORATIVE PROVISION

Recognising and accrediting programmes designed by industry for industry



ENTERPRISE FACULTY

Bridging on-campus learners with Enterprise Faculty to future-proof our graduates.

Technology Ireland DIGITAL



intel



VERSION 1



Fís Éireann
Screen Ireland

Skillnet



Design & Crafts
Council Ireland

SGS

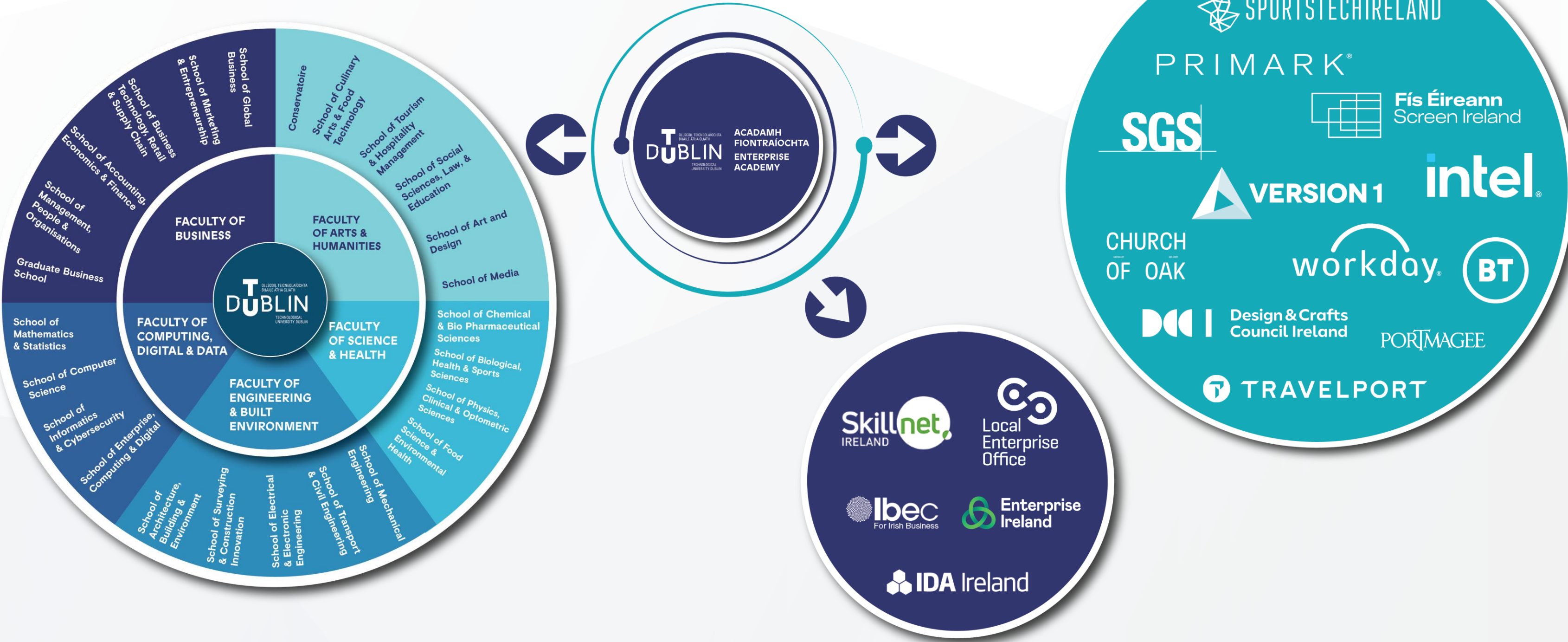


TRAVELPORT

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DUBLIN
TECHNOLOGICAL
UNIVERSITY DUBLIN

ACADAMH
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ENTERPRISE
ACADEMY

TU Dublin University / Enterprise eco-system



STEPHANIE PRENDERVILLE

Stephanie Prenderville is a highly seasoned People and Development leader with over 25 years' experience in developing and aligning the strategy, processes, procedures and talent imperative to growth. Throughout her career, Stephanie has played a pivotal role in evolving HR from a support function to a strategic partner across various industries, including pharmaceuticals, financial services, and technology.

Before starting her own consulting practice in the past year, Stephanie was the CPO at EY Ireland and previously at Bimeda Holdings, focusing on global talent development and digital transformation to prepare organisations for the future. Her approach combines leveraging technological advancements with a deep focus on people capabilities, to create balanced and successful business strategies.

Stephanie is also known for her work as a speaker and facilitator, especially in the areas of AI enablement and leadership, advocating for the integration of digital tools and human insights in business. Holding a Diploma in Artificial Intelligence for Business, she values continuous learning and professional growth.

Beyond her corporate achievements, Stephanie is actively involved in professional communities, committed to improving workplace performance and wellbeing.



Community of Practice
AI and the Talent Pipeline: Employer Challenges
“Evolutionary to Revolutionary”

April 24th 2024



THROW OUT THE **CURRENT** HR PLAYBOOK

- **Protagonist:** CPO / HRD – sees both the employer and employee view
- **Context:** Piloting ASK HR - working! Also delivering unexpected insights, ...
- **Tension:** AI at work is employee driven –
 - Gen Z and Millennials use AI +50%
 - Tech adoption barriers
 - AI knowledge gap
- **Crisis:** HR frameworks – **no longer fit-for-purpose!**



LEVERAGE STRENGTHS

2024 Myth Busting:

1. AI WON'T take your job, but someone who knows AI will
2. AI in 2024 is NOT about the tech; it's a PEOPLE & LEADERSHIP challenge
3. Data does NOT need to be clean and structured to use AI, but you DO need to understand Data!

Accelerate AI Capability Building: (Education & Industry)

1. Build AI and Data fluency (continuous) – what it can and can't do where its better / worse
2. Embrace New Power Triangle: CEO, CTO/CIO, CPO
3. Critically analyse: Is AI the best solution to COMPANY SPECIFIC pain points x EX x CX
4. Build Human 'Power' Skills
5. Build Innovation Skills: curiosity, critical thinking, hypothesis, test, report, prioritise



FOCUS ON **PEOPLE & CAPABILITIES**

Timeline: Now & Next 2 – 5 years

Build Human Power Skills

(pka Soft Skills)

1. Empathy
2. Curiosity
3. Authenticity
4. Collaboration
5. Agility
6. Critical Thinking

Culture of Enablement

1. People-first EX & CX
2. Trust
3. Tech adoption
4. AI augmentation
5. Trialling
6. Data is new currency

Lead Transformation/ Revolution

1. Readiness
2. Mindset
3. New workflows
4. New reporting lines
5. Build AI and Data muscle



KEY TAKEAWAYS

1. Swop out HR playbook for Human Skills
2. Leverage HR's & Education's strength in skill development
3. To build capabilities, culture and readiness
4. Start Now!



AI USAGE POLICY (BOILER PLATE)

Do's and Don'ts of AI to protect you, your data, and your organisation:

1. Evaluate the suitability of using AI for the task.
2. Always keep the human in the loop when doing work with AI; that means checking sources, validating outputs, and people act as the final decision-maker/sign-off step.
3. Never upload any data to public/open access AI channels that can be considered confidential, branded or commercially sensitive.
4. Avoid using publicly accessible AI on Company devices.
5. Transparency: Be clear about how and why AI is used in our processes.
6. Fairness and Inclusivity: Ensure our AI systems treat all users and data equitably, avoiding biases that can lead to unfair outcomes.
7. Privacy and Security: Protect the data that feeds AI. It's not just about compliance; it's about respecting individual privacy.
8. Explain-ability and Accountability: Take responsibility for AI decisions and actions. If our AI makes a decision, we should be able to explain and justify it.
9. Continuous Monitoring: Regularly evaluate the impact and performance of our AI systems to ensure they remain aligned with our ethical and risk standards.
10. Employee Education: Empower our team with knowledge about AI, its uses, and its challenges, fostering a culture of informed and responsible use.
11. Social Responsibility: Use AI to positively impact our society, considering broader implications beyond just our organisational goals.



LEARN MORE ABOUT AI



Public GPTs: (Generative Pre-Trained Transformers)

[ChatGPT \(openai.com\)](https://openai.com)

<https://copilot.microsoft.com/>

<https://www.perplexity.ai/>

[Bing Chat with GPT-4](#)

Image Generators:

[Craiyon - Your FREE AI image generator tool: Create AI art!](#)

[Microsoft Designer - Stunning designs in a flash](#)

[Bing Image Creator](#)

Articles:

[Article: IBM's Nickle LaMoreaux on the role of AI in HR](#)

[MicrosoftAIwhitepaperBusinessSchool.pdf \(AI diagnostic and capabilities tool\)](#)

[EY Americas' AI Leaders on Optimizing Your AI Workforce \(aibusiness.com\)](#)

<https://www.aihr.com/blog/chatgpt-prompts-for-hr/>

[The organization of the future: Enabled by gen AI, driven by people | McKinsey](#)

[The EU's Artificial Intelligence Act, explained \(weforum.org\)](#)

[AI Won't Take Your Job, but Someone Who Can Use It Might](#)

How-To Videos:

[Generative AI for Everyone - DeepLearning.AI - Course Info | Coursera](#)

[32 Chat GPT Tips for Beginners Don't Use ChatGPT Until You Watch This Video](#)

Podcasts:

[AI Today: How to avoid getting screwed by AI](#)





MCKESSON



Thank-you!



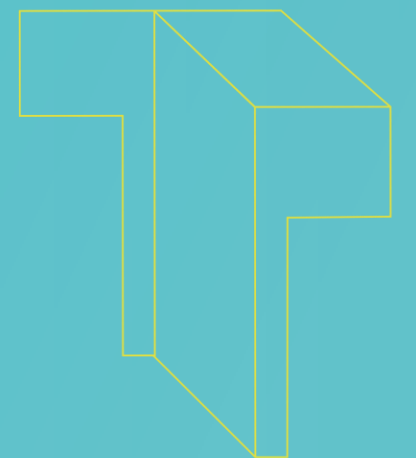
**Thank you for adding
your questions to the
chat.**



tudublin.ie/enterprise-academy



linkedin.com/company/tudublin-enterprise-academy



THANK YOU

Upcoming Dates

Next Collaborative Talent Development
Community of Practice:
Wednesday, **May 29th 2024**

Future Talent Forum
Thursday, 20th June 2024

