

AI IN BUSINESS

Real-time Insights - Artificial Intelligence for Human Capital

Better understand talent, engagement and automation to speed hiring decisions through fraud detection and succession planning

Human capital can be considered the personnel of a business, regarded as a significant asset in terms of skills and capabilities.

How this is managed is a vital function of the Human Resources department to ensure health, prosperity and longevity. The objective to helping the organization grow and reach its full potential.

Observations

- Human psychology is a powerful indicator of behaviour and activity
- Outlook on “the meaning” of work is changing, habits and balances are transforming
- Ability is no longer restricted to industry and role, being replaced by growing skillsets and career path changes
- The nature of work is forever evolving with automation having a profound impact
- Creativity and conceptualization will diminish repeatable process

Transform People “into High Performing Assets”

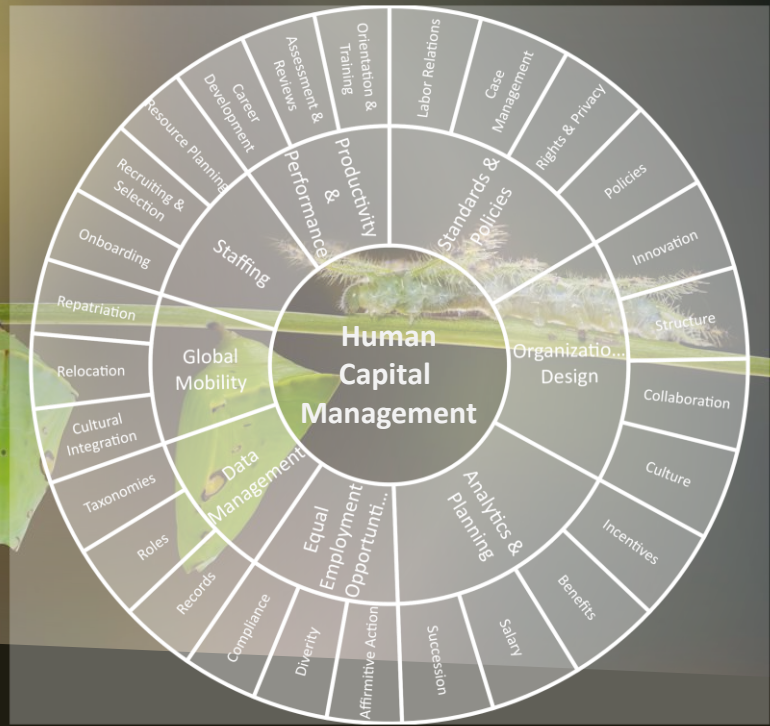
Why Artificial Intelligence

The objective of using Artificial intelligence (AI) is:

- Improve and remove siloed systems
- Better find critical resources
- Smooth scaleup processes
- Generate employee engagement and satisfaction
- Enhance productivity
- Innovate learning
- Clearly identify fraud

Achieved by

- Better understanding of the future
- Better recruiting practices
- Smooth scaleup processes
- Enhanced employee engagement
- Improved and customizable analytics
- Innovative learning processes
- Real-time anomaly detection



Allow people to find their wings and grow!

"Focus on people management via employee experience"

The AI Employee Experience

- Improve professional development by career path, learning recommendations
- Support enquires by through interactive handbook and virtual assistants
- Support inquiries and problem tracking with real-time analytics, analysis and interactive handbooks
- Improving employee intelligence through engagement initiatives
- Enhance internal recruitment through opportunity matching
- Reduce turnover through proactive identification of possible attrition
- Improve corporate communication by identifying what most important to people
- Inspire and promote conceptual thinking and creativity, by removing the mundane

Where can AI be applied?

- Automation of repetitive, low-value add tasks
 - Schedule management
 - Vacation requests, etc.
- Smarter people analytics
 - Personalized employee experiences
 - Cognitive-supporting decision-making
 - Characteristics assessment
 - Leadership
 - Performance
 - Sentiment analysis (determining mood)
 - Organizational design
- Talent acquisition and retention
 - Hiring processes
 - Role profiling
 - Onboarding
 - Reduction of bias, promotion of diversity
 - Detect attrition and retention patterns
- Learning (training)
 - Performance analysis
 - Succession planning
- Security and fraud
- Global mobility
- Salary, benefits and incentives



People naturally fear change. Aspiration and attainment diminish the impacts and create positive outcomes.

Outcomes

- Stronger recruitment outcomes, and tackling unconscious bias
- Enhanced productivity, mood, and culture
- Stronger training, skills and competencies process
- Clear succession and identification of “leaders” of tomorrow
- Real-time understanding of activity and fraud
- Rapid gathering and analysis of data

Employee Engagement

Create real time contextual, personalized engagements, across a wide range of criteria.



How can FirstAlign help?

We uncomplicate AI

We help leaders identify their AI opportunities and we bring them to life.

- ~ Change governance
- ~ Current state analysis
- ~ Future state design
- ~ Transition planning

We assess and develop

We consider the business problem, and build awareness.

- ~ New services
- ~ Existing services
- ~ Automation
- ~ Predictive analytics

We deploy tactically

We develop proof(s) of concept, and systems that bring ideas to life.

- ~ Understand
- ~ Diverge - sketch - decide
- ~ Prototype
- ~ Validate

We create lasting value

Embed new working methods, and develop better analytics.

- ~ Operational transition
- ~ Center of Excellence
- ~ Long term viability
- ~ Knowledge & education

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