

PILLARS

Navigating the Uncharted: AI Impact in Talent Recruiting and Management

In the fast-evolving landscape of talent, from recruiting the right people for the right role, to keeping talent engaged, AI is redefining the way organizations discover, attract, and nurture their most valuable asset - people. SHRM TALENT '24 invites you to embark on an exploration of how AI is transforming the talent landscape, and why understanding this unknown factor is essential for the future of business.

- **AI-Driven Recruitment:** Learn how AI-powered algorithms and tools are reshaping the recruitment process. Explore the latest advancements in candidate sourcing, resume screening, and interview scheduling, and understand the potential benefits and challenges.
- **Beyond the Resume:** Dive into the world of AI-driven predictive analytics and behavioral assessments. Discover how AI can help identify the best-fit candidates based on personality traits, cultural alignment, and soft skills, going beyond the traditional resume.
- **Talent Retention and Development:** Understand how AI can be a game-changer in talent management. Explore how predictive analytics and machine learning can help identify high-potential employees, recommend personalized learning and development paths, and even predict turnover.
- **AI Ethics Questioned:** Delve into the ethical implications of AI in talent management. Discuss topics such as bias and fairness in AI algorithms, data privacy, and the responsibility of organizations to ensure that AI is used in an ethical and unbiased manner.
- **A New Engagement Method:** Look ahead at the evolving landscape of AI in talent management & engagement. Explore emerging trends such as AI-powered chatbots for employee support, the use of AI in team dynamics and collaboration, and how AI can adapt to the changing nature of work.

Disrupting Talent Management With a Focus on Skills

In today's dynamic job market, the traditional approaches to talent management are no longer enough to fuel business growth and foster diversity and inclusion. It's time to disrupt the status quo and revolutionize the talent lifecycle, encompassing recruitment, retention, and skill development. Skills-based hiring & advancement is the game-changing strategy that is reshaping the world of human capital management, recruitment, and learning and development (L&D).

While the value of skills is widely recognized, the implementation of these practices remains limited, holding back qualified talent and hindering business prosperity. What's more, the untapped talent often comprises individuals from historically underrepresented groups. SHRM's TALENT '24 will offer a series of sessions to delve into the three critical barriers that deter employers, particularly small and midsize organizations, from adopting skills-based hiring despite their expressed desire to do so.

- **Overhauling Existing Systems:** The daunting task of transforming existing hiring processes can be both challenging and costly. We will explore strategies to navigate this hurdle and identify best practices for effective system upgrades.
- **Building Trust in Partners:** The skills-based hiring landscape is awash with technologies, vendors, and credentials, but the lack of a comprehensive mechanism for vetting quality and regulating products erodes trust. We will discuss the importance of trust in partnerships and the role of trust-building mechanisms.
- **Scaling Transformation:** Implementing a profound shift in hiring practices often falls on overworked HR leaders who are expected to devise solutions in isolation. This session will shed light on ways to facilitate scalable change by creating centralized, enterprise-level solutions that reduce risk and boost efficiency.

TRACKS

ENGAGEMENT & RETENTION: Resources to engage and retain top talent while driving performance.

SOURCING & RECRUITING: Expand your toolbox with new strategies and tactics for acquiring the right talent for your organization.

HR & TALENT ACQUISITION STRATEGIC PLANNING: Take a deep dive into the importance and business impact of attracting and retaining top talent.

TALENT SELECTION PROCESS: Gain actionable insights to help support and improve the talent selection process in your workplace.

TECHNOLOGY & DATA ANALYTICS: Discover how technology trends such as data integrity and artificial intelligence are impacting the world of Talent.

INCLUSION, EQUITY & DIVERSITY: Learn best practices for building and engaging an inclusive, diverse and equitable workforce where everyone can thrive.

LEADERSHIP & DEVELOPMENT: Level up your leadership skills and learn the latest on employee growth.