

AI in HR: Harnessing the AI Revolution Today

Dr. Frank Olmos
President/CEO
DFO HR Consulting

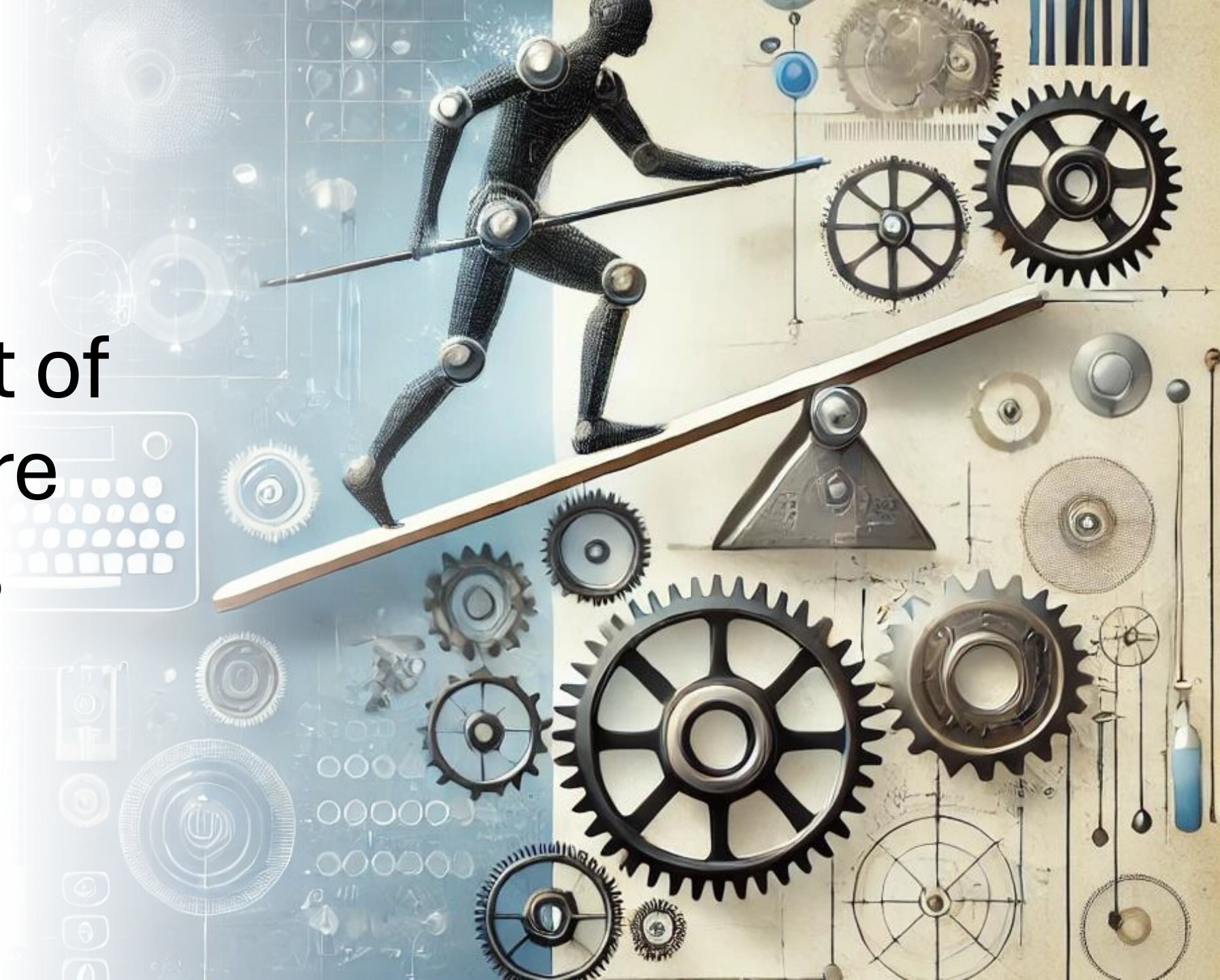


Question:

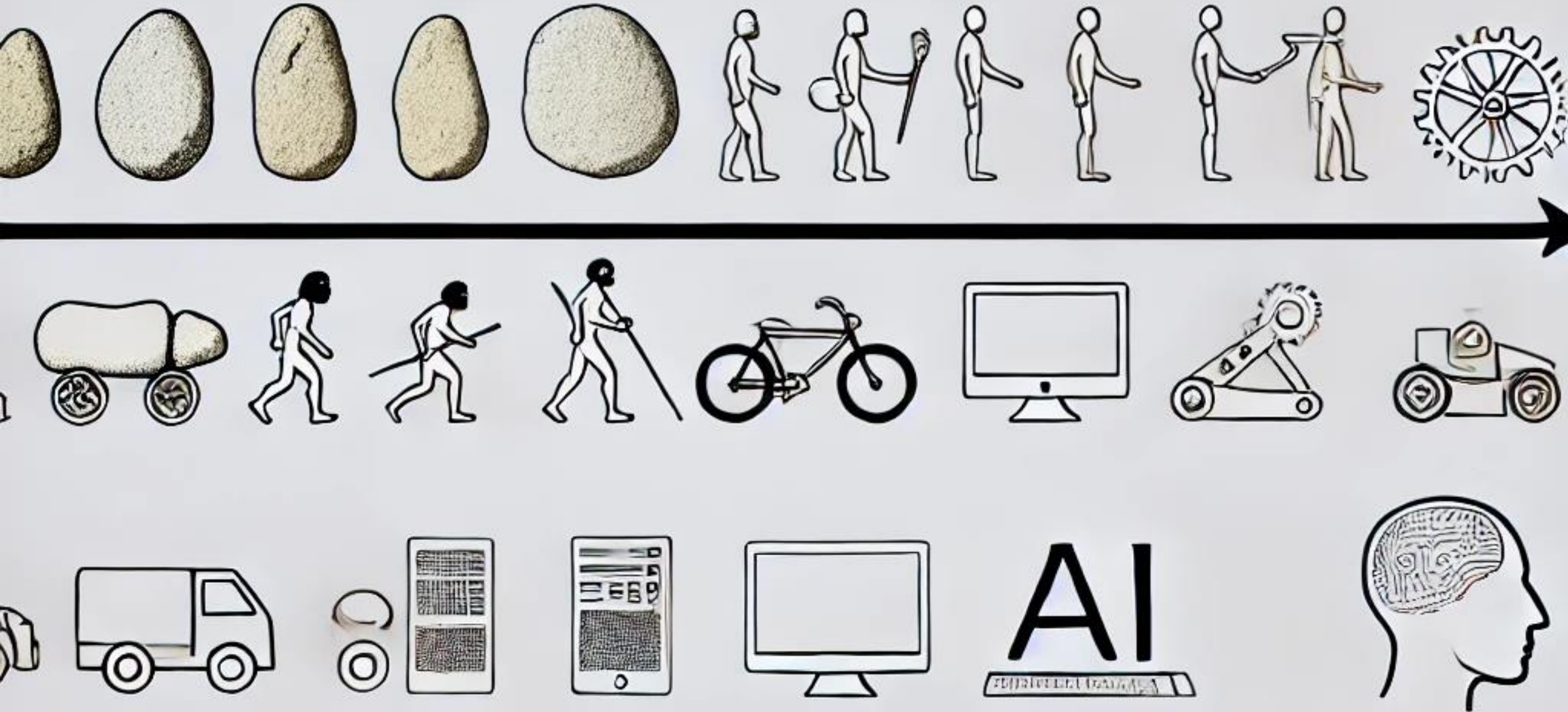
Imagine you and your entire team with a superpower, making everyone 10 times faster and more effective.

How would you harness this collective power to transform your department?

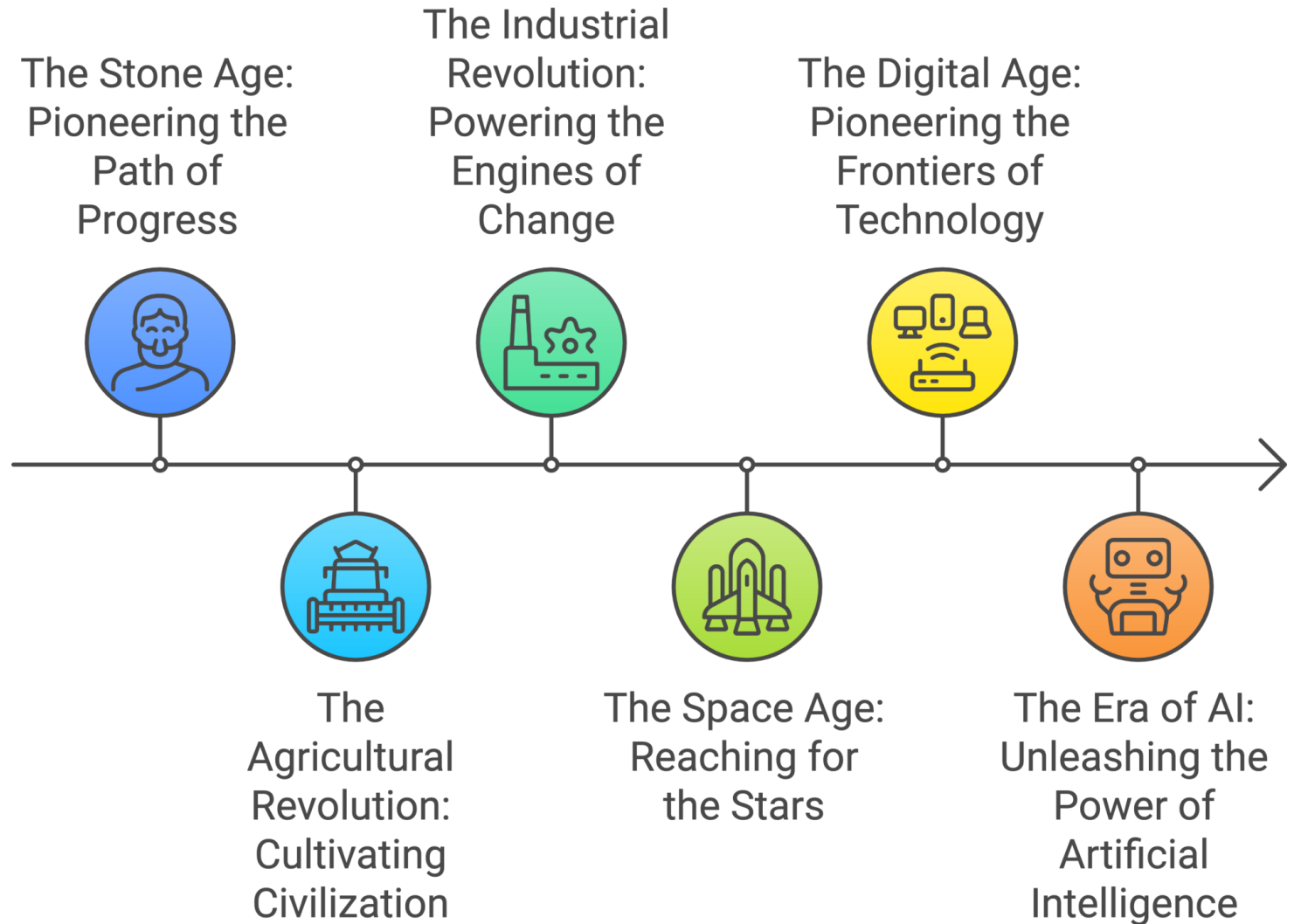
The Quest of Doing More With Less



From Stone Tools to AI



The Evolution of Efficiency



The Stone Age:
Pioneering the
Path of
Progress



The Industrial
Revolution:
Powering the
Engines of
Change



The Digital Age:
Pioneering the
Frontiers of
Technology



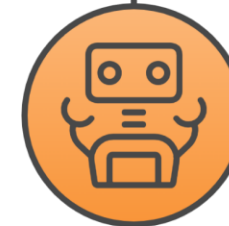
First tools - hand
axes, spears =
Improved hunting
and survival



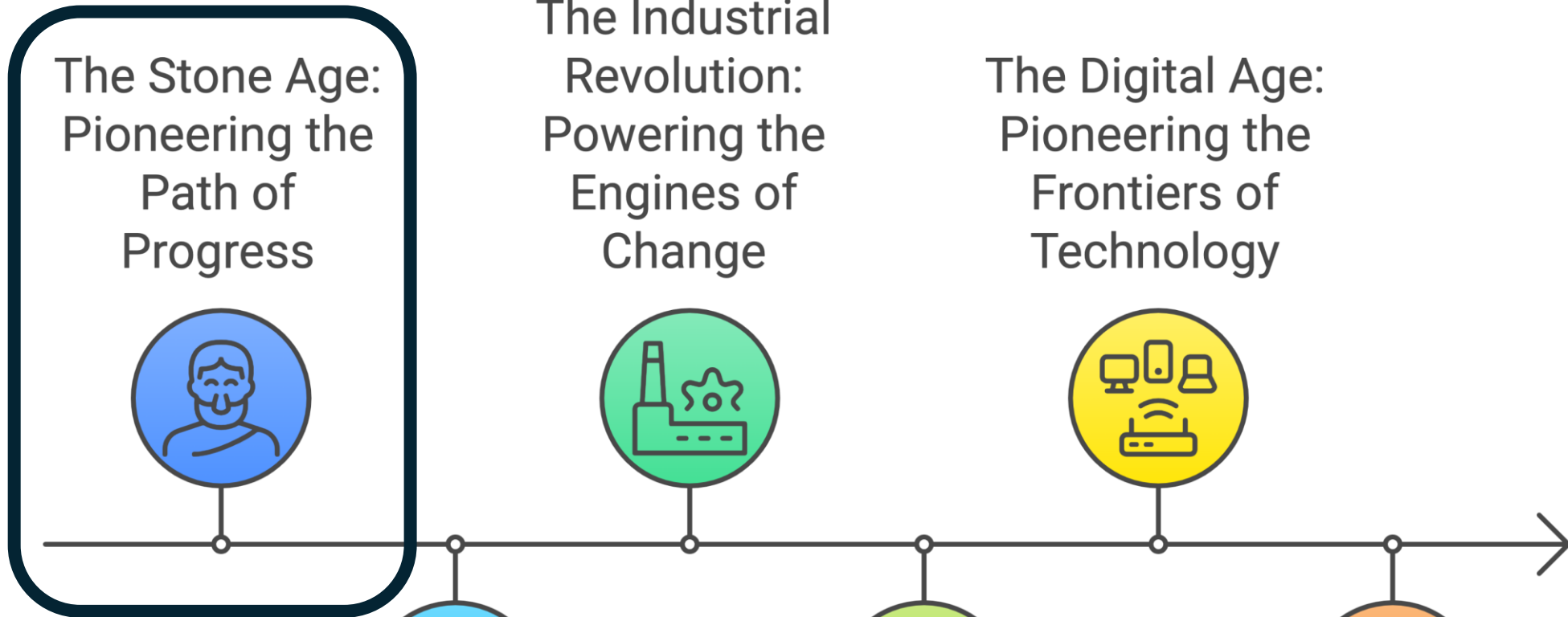
The
Agricultural
Revolution:
Cultivating
Civilization



The Space Age:
Reaching for
the Stars



The Era of AI:
Unleashing the
Power of
Artificial
Intelligence



The Stone Age:
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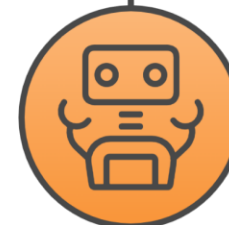
Farming, irrigation
systems = Settled
communities, food
surplus



The
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Revolution:
Cultivating
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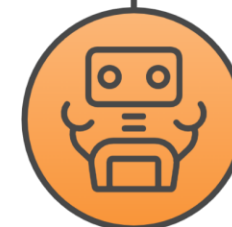
Steam engine,
assembly lines =
Mass production,
urbanization



The
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Revolution:
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Civilization



The Space Age:
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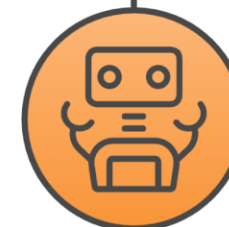
Satellites, moon
landing = GPS,
weather
forecasting



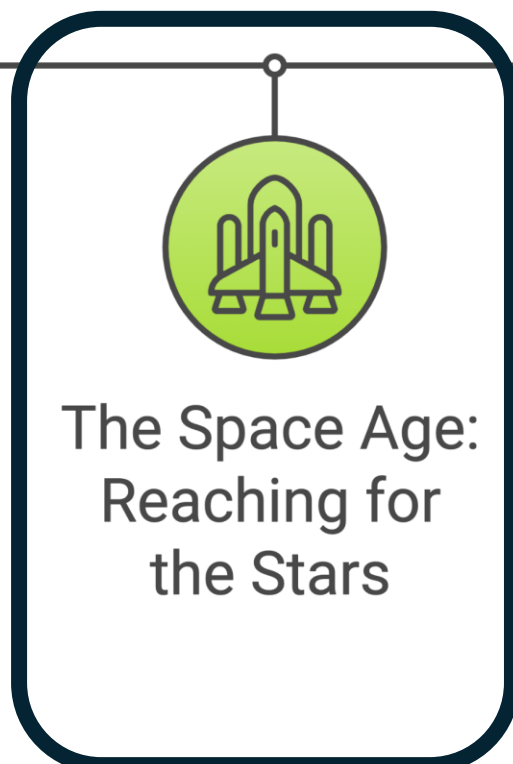
The
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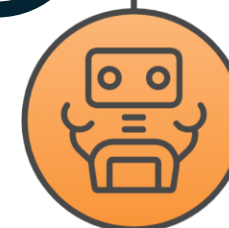
Personal computers,
internet, cell phones
= Global
connectivity,
information access



The
Agricultural
Revolution:
Cultivating
Civilization



The Space Age:
Reaching for
the Stars



The Era of AI:
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The Industrial
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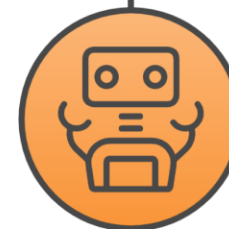
Machine learning,
ChatGPT =
Automation of
cognitive tasks,
personalized solutions



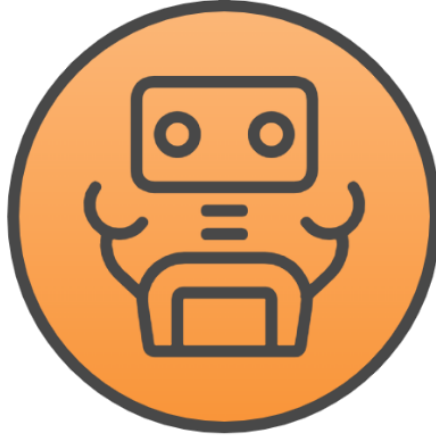
The
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The Era of AI:
Unleashing the
Power of
Artificial
Intelligence



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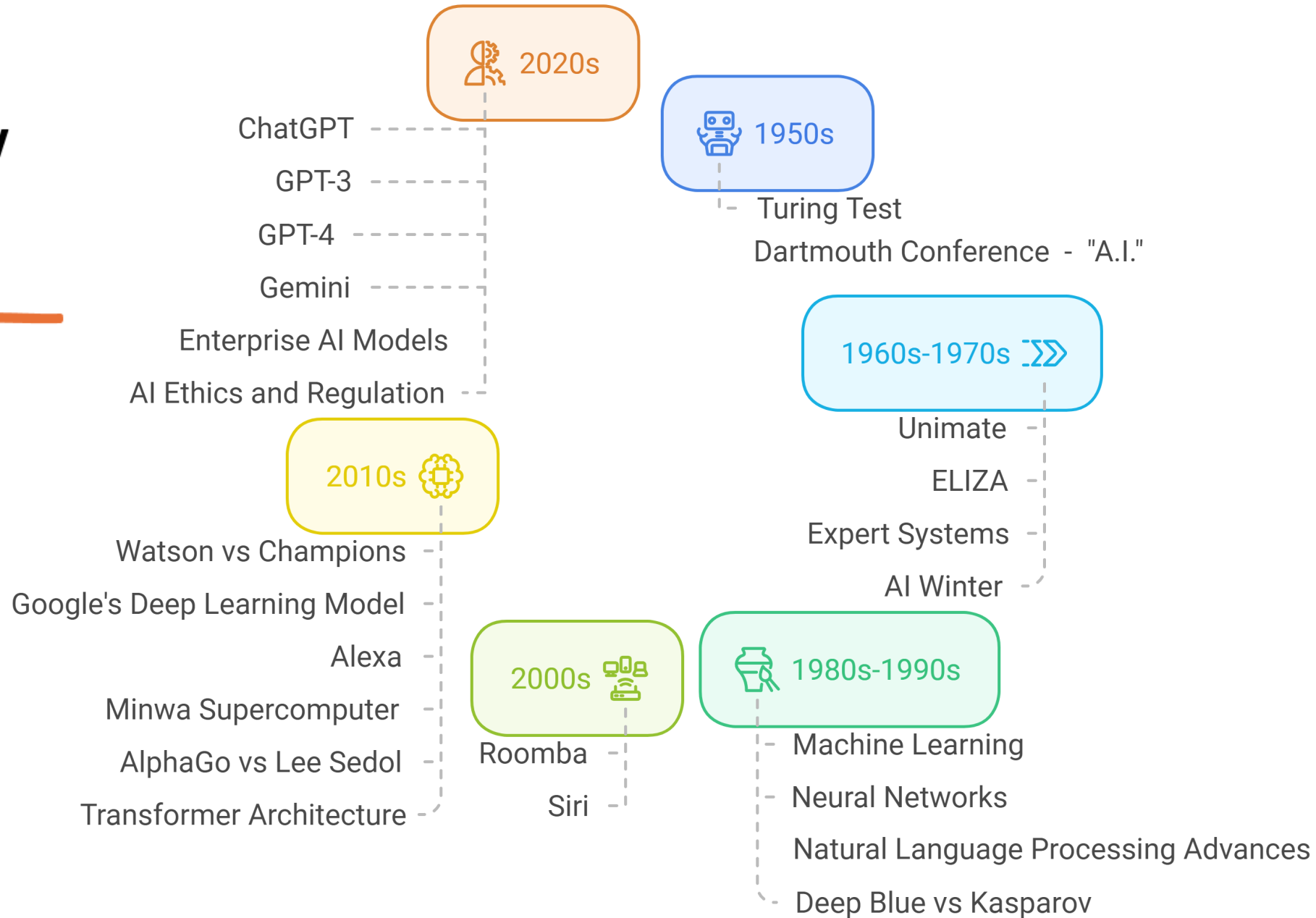
AI is the Next Frontier in Human- Machine Collaboration



AI: A Long History, A New Power



AI: A Long History, A New Power





2020s

ChatGPT

GPT-3

GPT-4

Gemini

Emergent AI Models

Ethics and Regulation

2010s



AlphaGo Champions

Deep Learning Model



1950s

Turing Test

Dartmouth Conference - "A.I."

1960s-1970s



Unimate

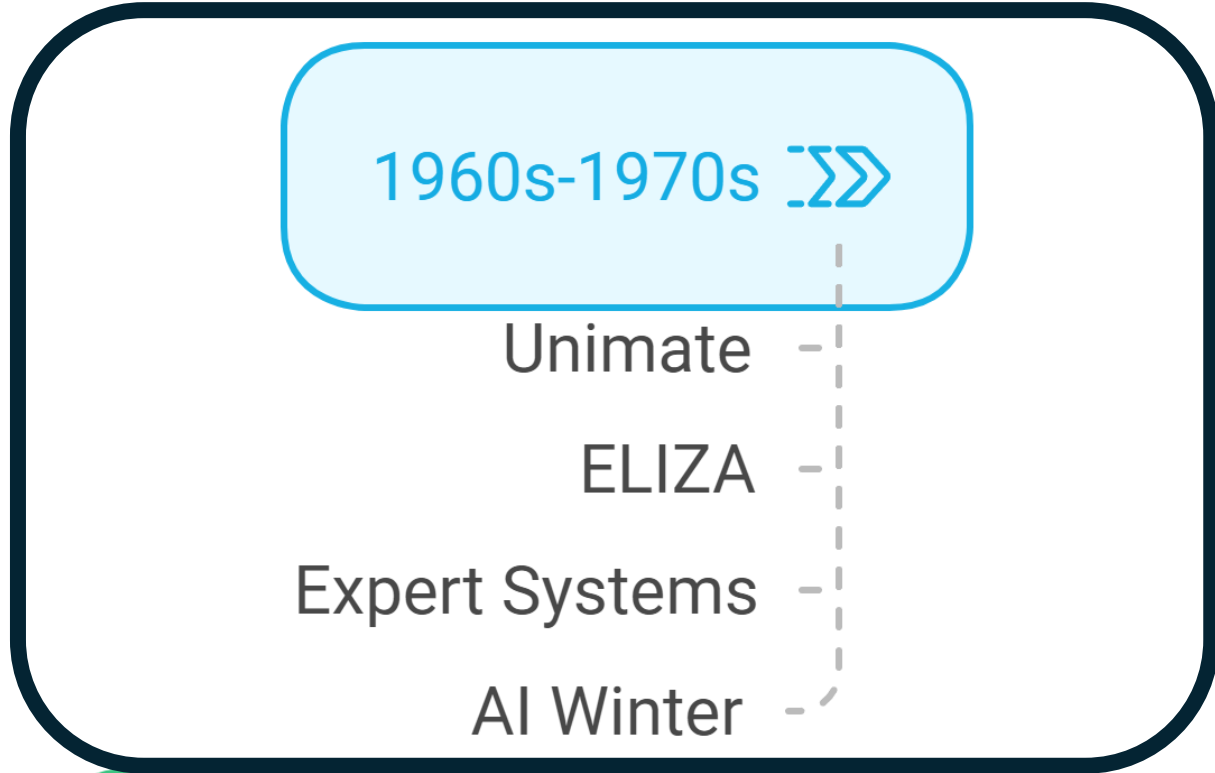
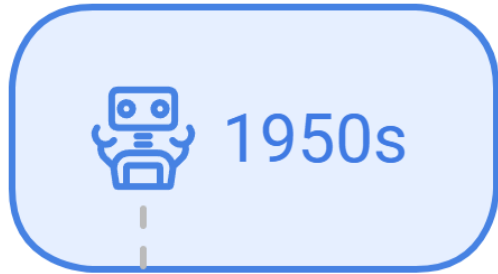
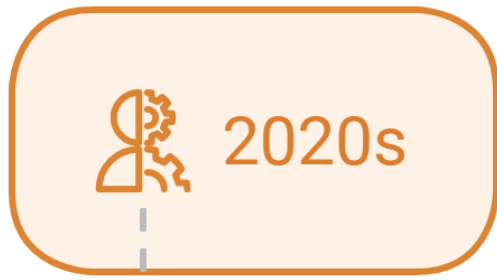
ELIZA

Expert Systems

AI Winter

Turing Test: Proposed by Alan Turing to measure machine intelligence
Dartmouth Conference: Coined the term "Artificial Intelligence"

ChatGPT
GPT-3
GPT-4
Gemini
Emergent AI Models
AI Regulation
AI Champions
AI Model




Unimate: First industrial robot, revolutionized manufacturing
ELIZA: Early natural language processing program, simulated conversation
Expert Systems: AI programs that emulated human expert decision-making
AI Winter: Period of reduced funding and interest in AI research

Turing Test
Dartmouth Conference - "A.I."

1960s-1970s


Unimate
ELIZA
Expert Systems
AI Winter

Surprise AI Models
and Regulation

2010s 

Champions
Learning Model

Alexa
Supercomputer
Lee Sedol
Architecture


1960s-1970s 

Unimate
ELIZA
Expert Systems
AI Winter

Machine Learning: AI systems that improve with experience
Neural Networks: AI models inspired by human brain structure
Natural Language Processing: AI understanding and generating human language
Deep Blue vs Kasparov: AI defeats world chess champion


2000s 

Roomba
Siri


 1980s-1990s


- Machine Learning
- Neural Networks
- Natural Language Processing Advances
- Deep Blue vs Kasparov

Surprise AI Models
and Regulation

2010s 

Champions
Learning Model
Alexa
Supercomputer
Lee Sedol
Architecture

2000s 
Roomba
Siri

1960s-1970s 

Unimate
ELIZA
Expert Systems
AI Winter

 1980s-1990s

Machine Learning
Neural Networks
Natural Language Processing Advances
Deep Blue vs Kasparov

Roomba: Practical AI application in consumer products
Siri: Popularized AI virtual assistants

GPT-4

Gemini

Enterprise AI Models

AI Ethics and Regulation

2010s



Watson vs Champions

Google's Deep Learning Model

Alexa

Minwa Supercomputer

AlphaGo vs Lee Sedol

Transformer Architecture

Watson vs Champions: AI wins Jeopardy!, showcasing broad knowledge
Google's Deep Learning Model: Breakthrough in AI pattern recognition
AlphaGo vs Lee Sedol: AI masters complex game of Go

Breakthroughs:
↑Computing Power
& ↑Big Data

2000s



Roomba

Siri

Dartmouth Conference - "A

1960s-1970s



Unimate

ELIZA

Expert Systems

AI Winter



1980s-1990s

Machine Learning

Neural Networks

Natural Language Proces

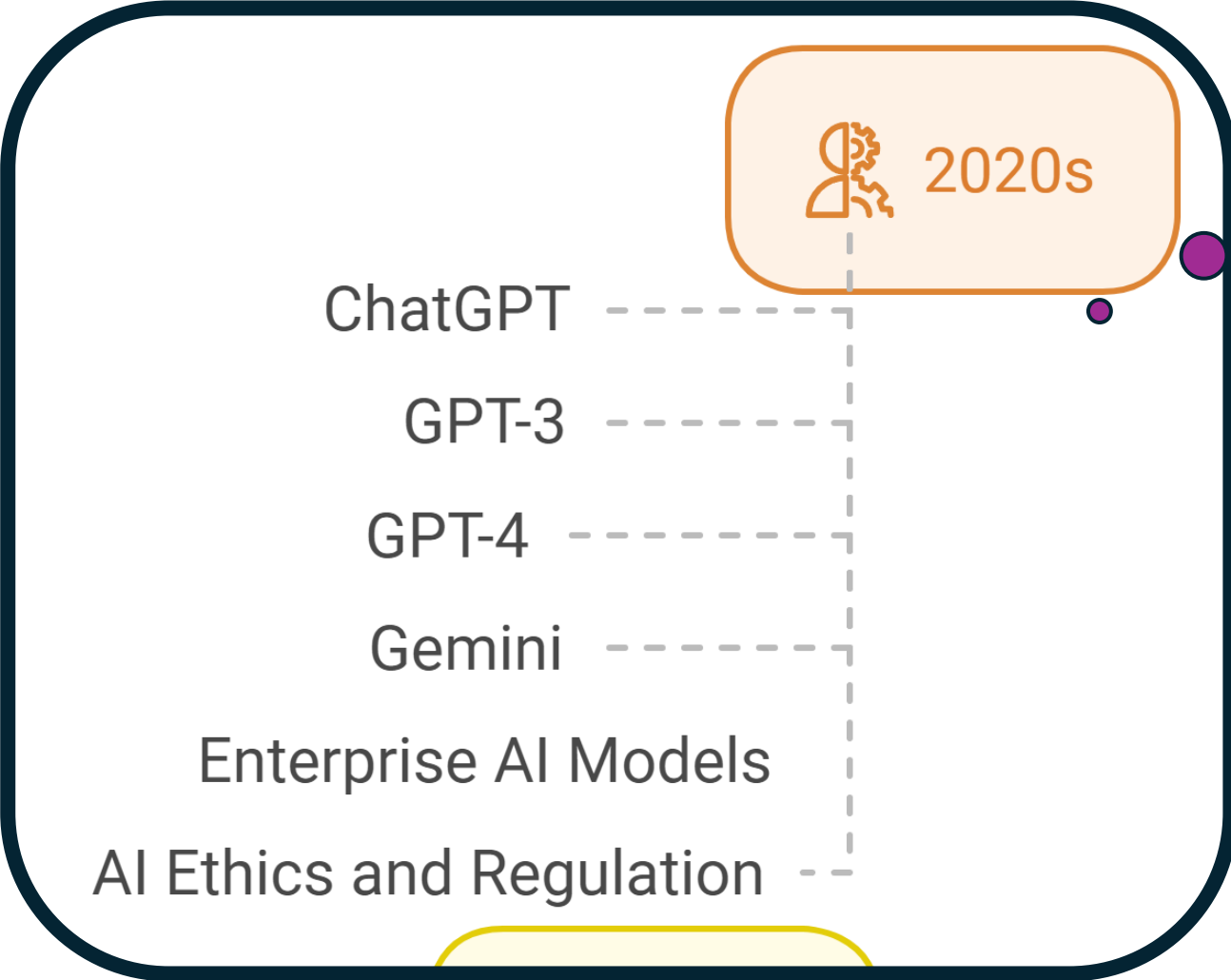
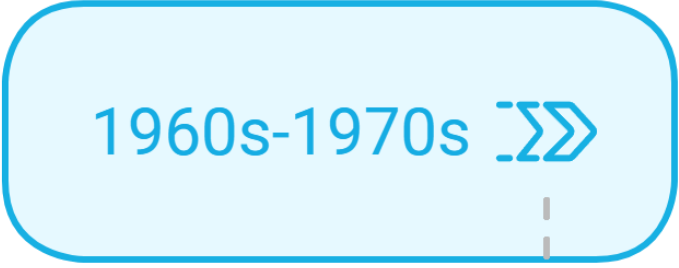
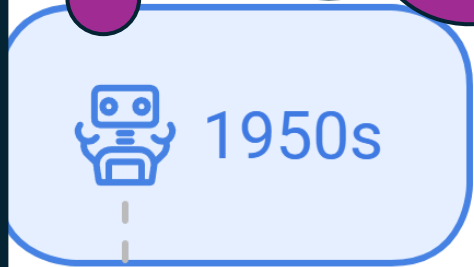
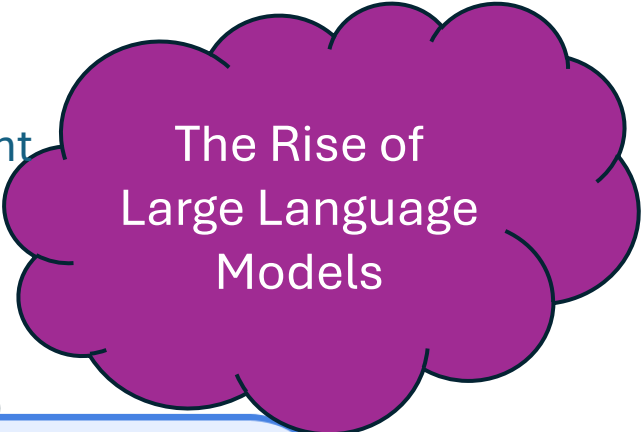
ChatGPT: Conversational AI reaches new heights of capability

GPT-3/GPT-4: Large language models with unprecedented abilities

Gemini: Google's multimodal AI model

Enterprise AI Models: AI tailored for business applications

AI Ethics and Regulation: Growing focus on responsible AI development



Turing Test

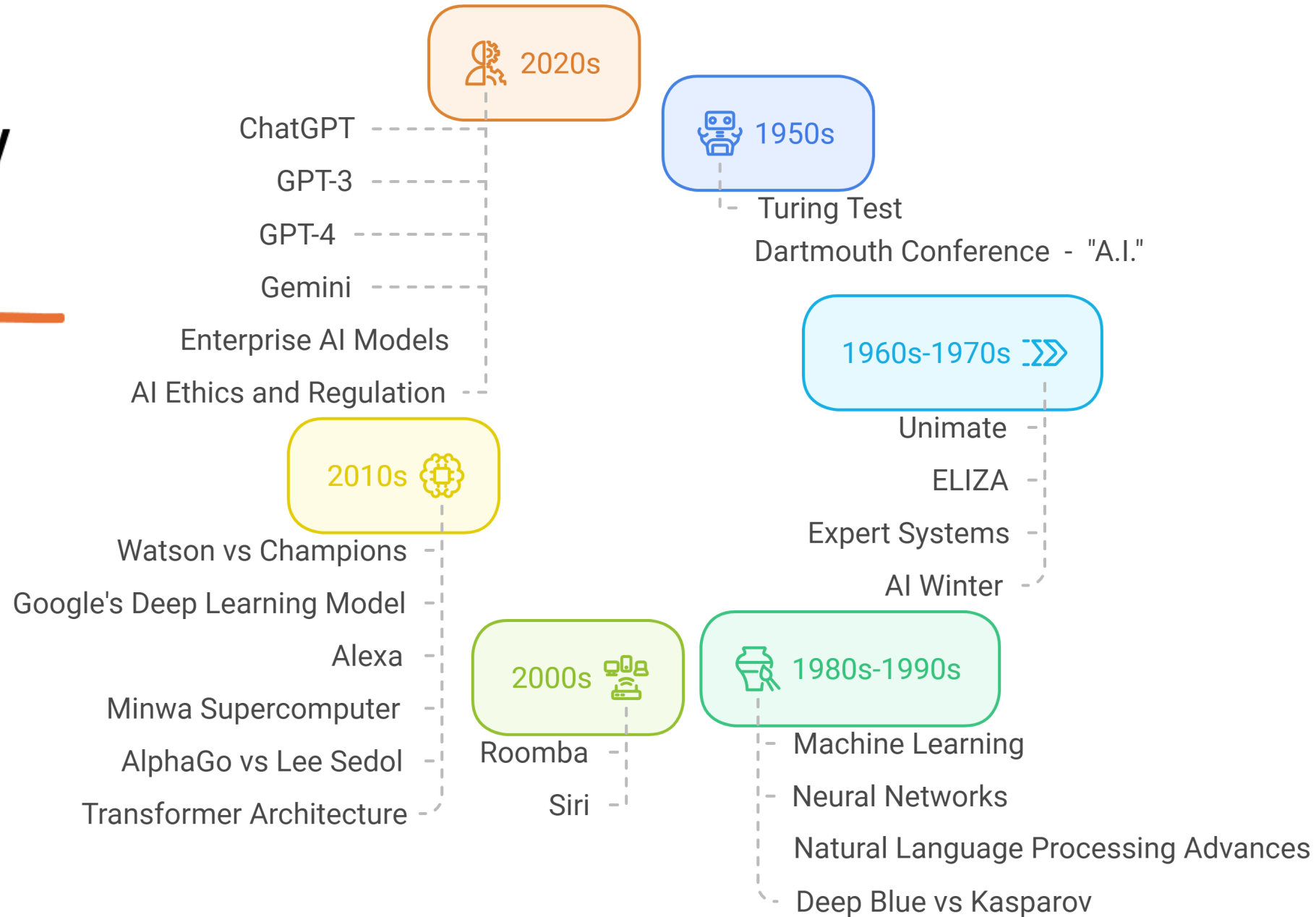
Dartmouth Conference - "A.I."

Unimate

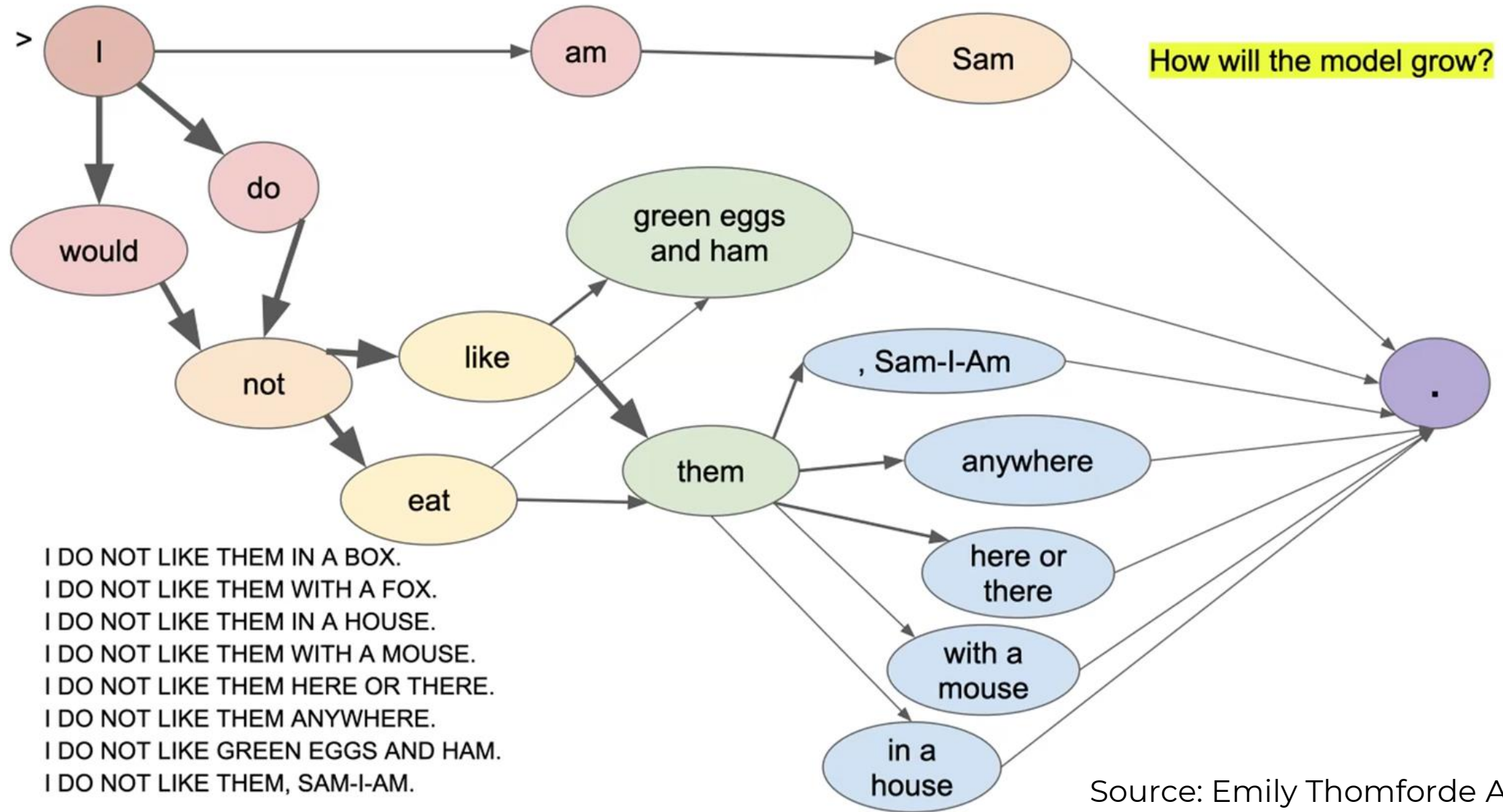
AI: A Long History, A New Power

Key themes:

- Long history of AI development
- Cycles of progress and setbacks
- Rapid acceleration in recent years
- Shift from narrow to more general AI capabilities
- Growing focus on AI ethics and regulation



Generative AI Learns from Patterns



Source: Emily Thomforde AI for CA

valuable information to your audience.



Generate a series of four emails introducing someone to ChatGPT and how they can use it in their life



Email 1: Introduction to ChatGPT

Subject: Unlock the power of ChatGPT

Dear [Name],

Have you heard of ChatGPT? It's a powerful language model developed by OpenAI that can generate human-like responses in natural language. It can be used for a variety of natural language processing tasks such as language translation, question answering, and text completion.

In this email series, I'll be introducing you to ChatGPT and showing you how it can be used to make your life easier and more efficient. From automating mundane tasks to generating high-quality text quickly ■

Generative AI Models



ChatGPT



Gemini

Gemini

AI Chatbots



Claude



Perplexity

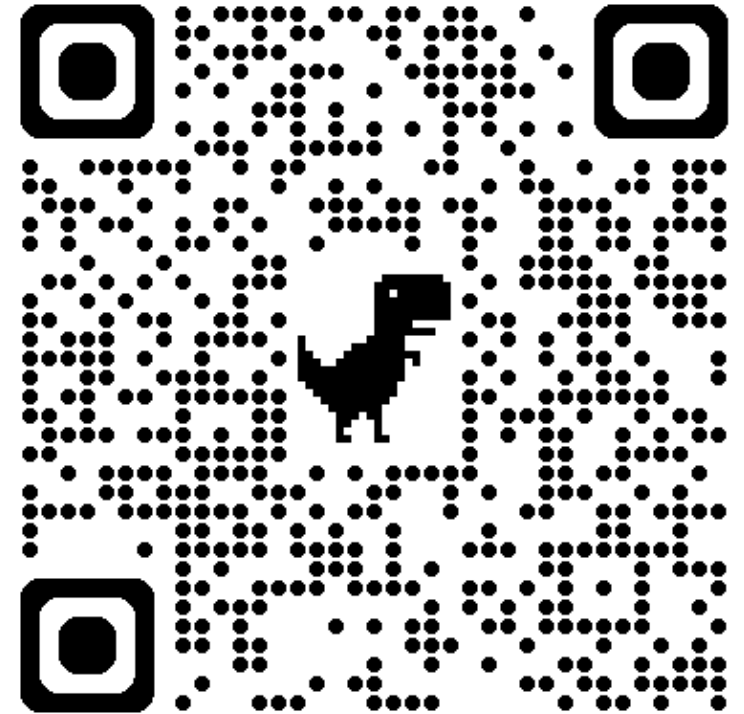
Co-Pilot



Poll Question 01: Generative AI Usage

How often do you use Generative AI applications like ChatGPT, Claude, Google Gemini, Microsoft Co-Pilot?

- Frequently (daily/weekly)
- Occasionally (monthly)
- Rarely
- Never
- Not familiar with these tools



Participants can join at slido.com
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How often do you use Generative AI applications like ChatGPT, Claude, Google Gemini, Microsoft Co-Pilot?

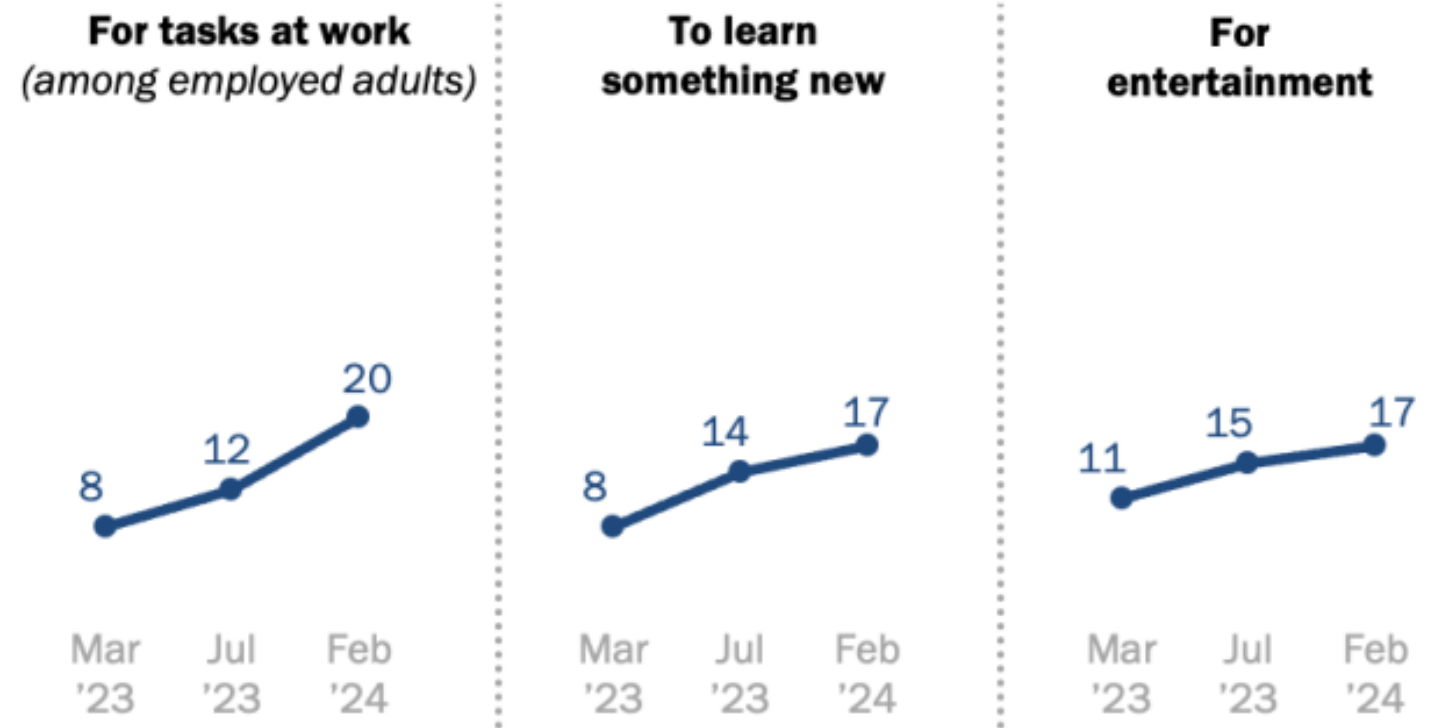
① Start presenting to display the poll results on this slide.

Insights

- ChatGPT use for work tasks more than doubled, from 8% to 20% in one year
- Learning new things is the second most common use, growing from 8% to 17%
- Entertainment use increased steadily but less dramatically, from 11% to 17%

Share of employed Americans who have used ChatGPT for work has risen by double digits in the past year

% of U.S. adults who say they have ever used ChatGPT ...



Note: "Employed" refers to those working full or part time for pay at the time of the survey. Those who did not give an answer are not shown.

Source: Survey of U.S. adults conducted Feb. 7-11, 2024.

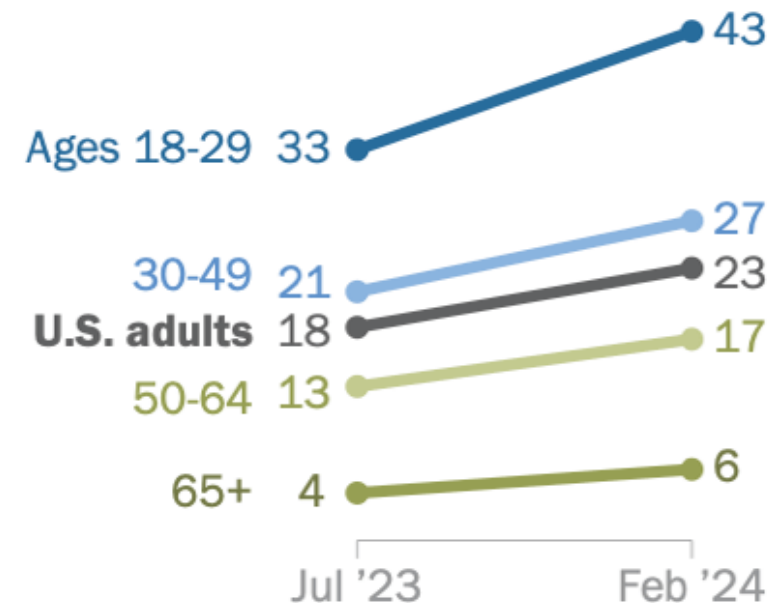
PEW RESEARCH CENTER

Insights

- ChatGPT use among U.S. adults increased from 18% to 23% in 7 months
- Highest adoption in 18-29 age group, surging from 33% to 43%
- Clear age trend: younger adults significantly more likely to use ChatGPT

ChatGPT use has ticked up since July, particularly among younger adults

% of U.S. adults who say they have ever used ChatGPT



Note: Those who did not give an answer are not shown.

Source: Survey of U.S. adults conducted Feb. 7-11, 2024.

"A recent study showed that 43% of individuals were using AI tools like ChatGPT for work-related projects. This prospect is particularly compelling for public sector organizations burdened with complex structures that often lead to inefficiencies and drawn-out procedures."

Source: Chris Ellis, Pre-Sales Director, Nintex

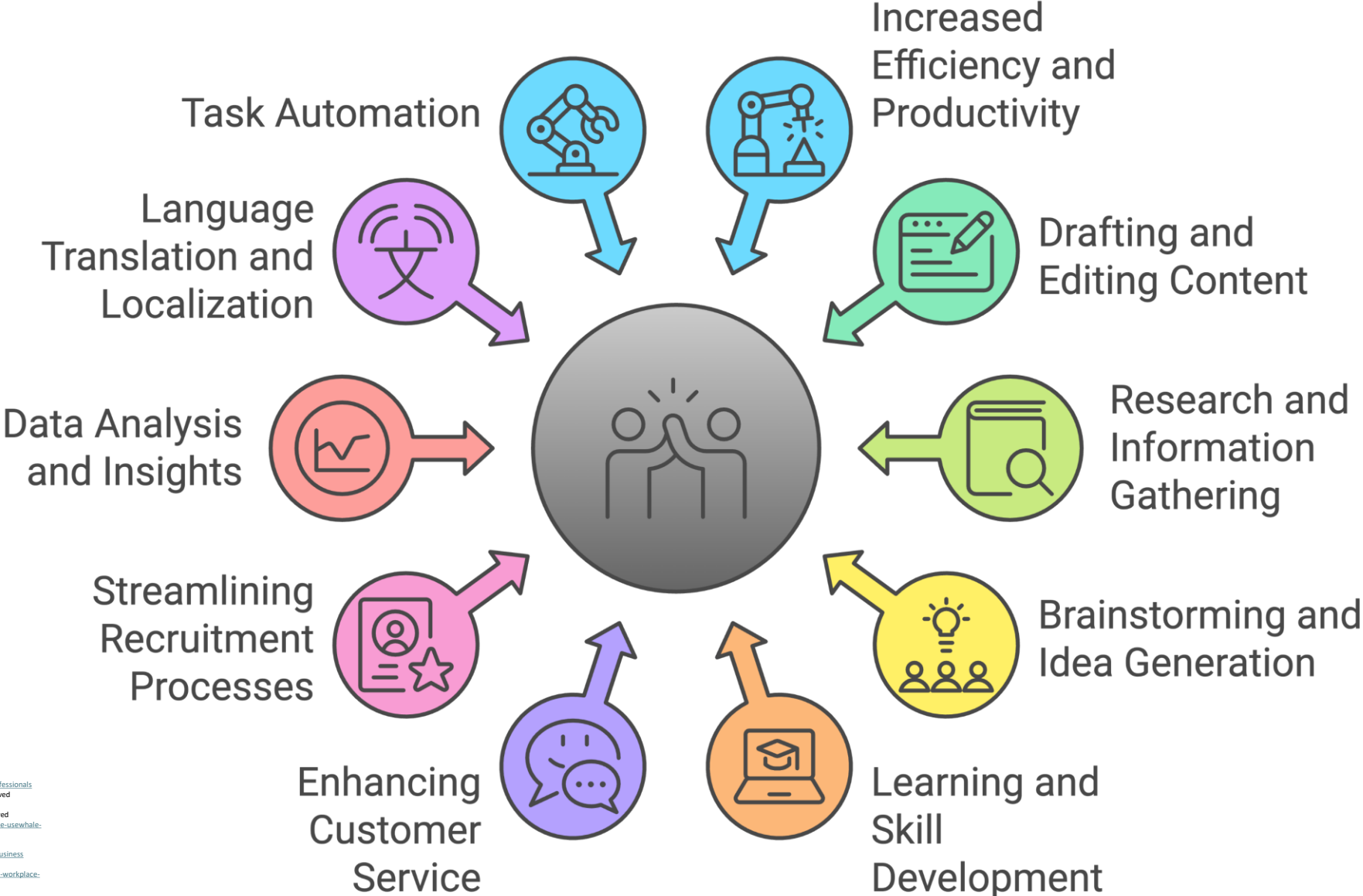
"The percentage of professionals who use ChatGPT or similar AI tools in the workplace has more than doubled in a year, from 27% in early 2023 to 62% in early 2024."

Source: Glassdoor Economic Research, January 2024

"Adults with postgraduate or advanced degrees were found to use it [ChatGPT] the most at 37%. Just 29% of those with Bachelor's degrees and 23% of those with some college reported doing the same."

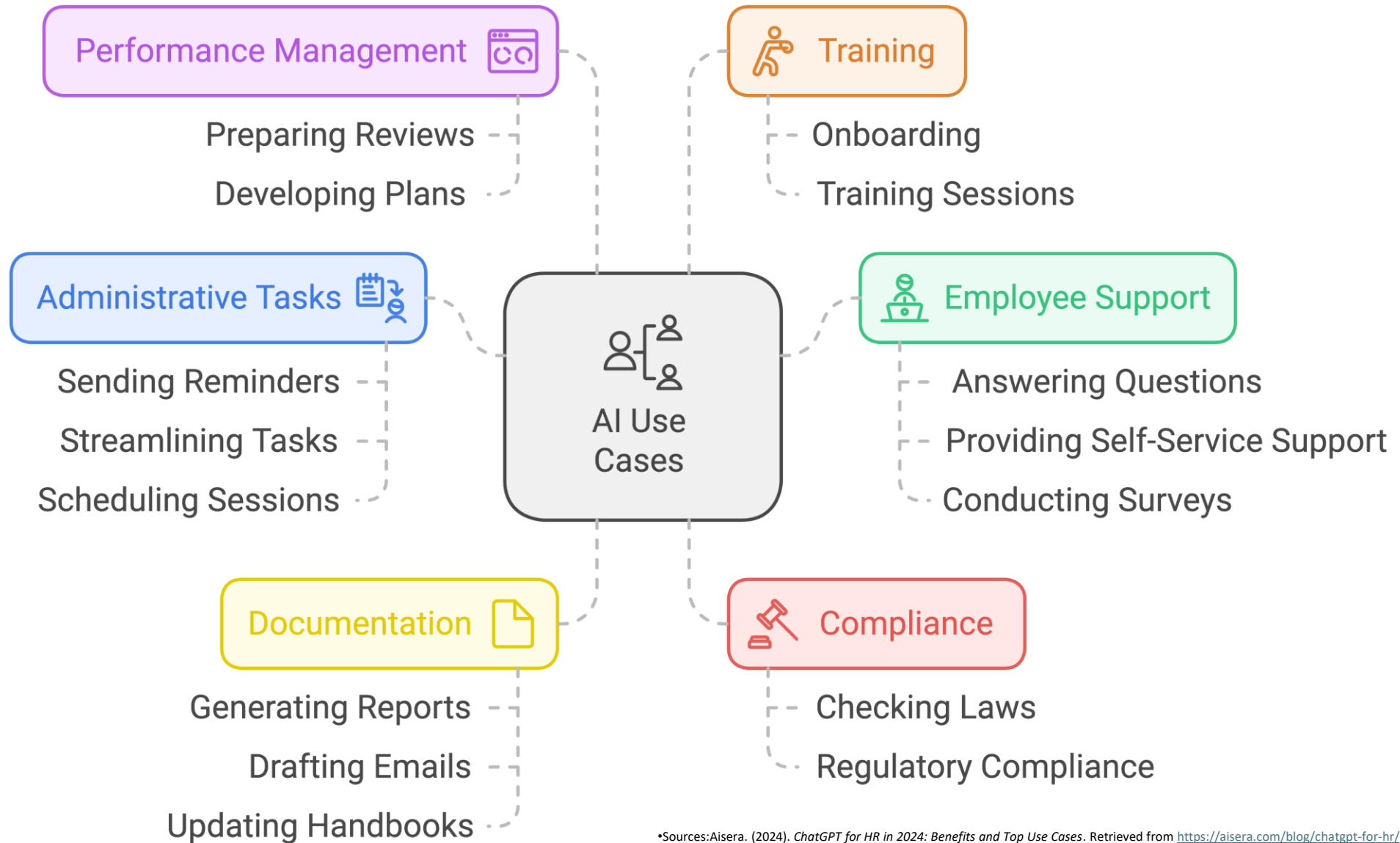
Source: Pew Research Center poll, as reported by The National Desk, March 26, 2024

Benefits of AI Integration in the Workplace



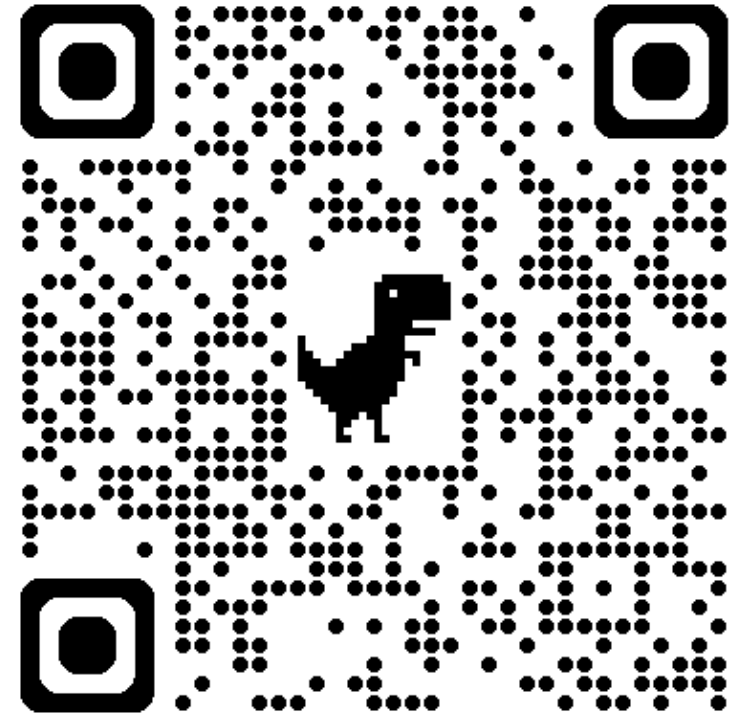
Sources:
1. SHRM. (2024). *ChatGPT and HR: A Primer for HR Professionals*. Retrieved from <https://www.shrm.org/topics-tools/news/technology/chatgpt-the-primer-for-professionals>
2. DigitalOcean. (2023). *23 AI Productivity Tools to Revolutionize Your Workflow*. Retrieved from <https://www.digitalocean.com/resources/articles/ai-productivity-tools>
3. LinkedIn. (2024). *10 AI Tools You Need to Be More Effective in the Workplace*. Retrieved from <https://www.linkedin.com/pulse/10-ai-tools-you-need-more-effective-workplace-usewhale-9a14>
4. Moveworks. (2024). *AI Productivity Tools For Business*. Retrieved from <https://www.moveworks.com/us/en/resources/blog/ai-productivity-tools-for-business>
5. Forbes. (2024). *22 Generative AI Workplace Tools And How To Use Them*. Retrieved from <https://www.forbes.com/sites/bernardmarr/2024/07/16/the-best-generative-ai-workplace-productivity-tools>
6. Zapier. (2024). *The Best AI Productivity Tools in 2024*. Retrieved from <https://zapier.com/blog/best-ai-productivity-tools>
7. Wonderlic. (2024). *How AI in Recruitment is Changing the Hiring Process*. Retrieved from <https://wonderlic.com/blog/employee-selection/hiring/how-ai-in-recruitment-is-changing-the-hiring-process>

How is AI Used in the Workplace



Poll Question 02: AI Application

Which area of HR do you believe would benefit most from AI implementation in your organization?



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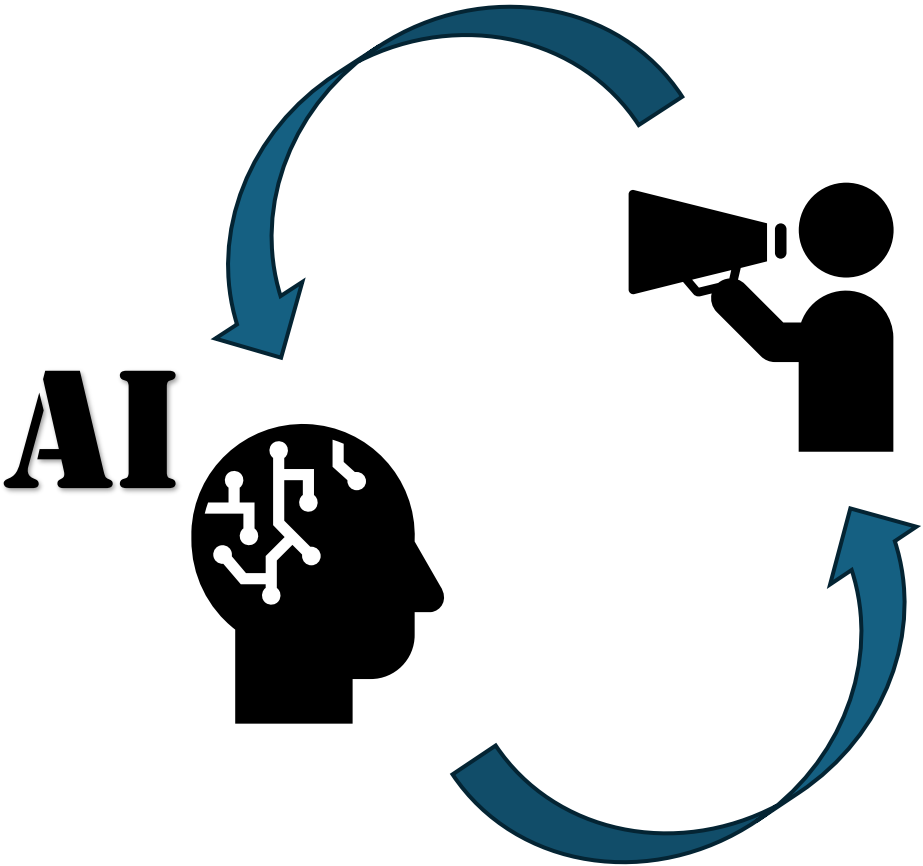
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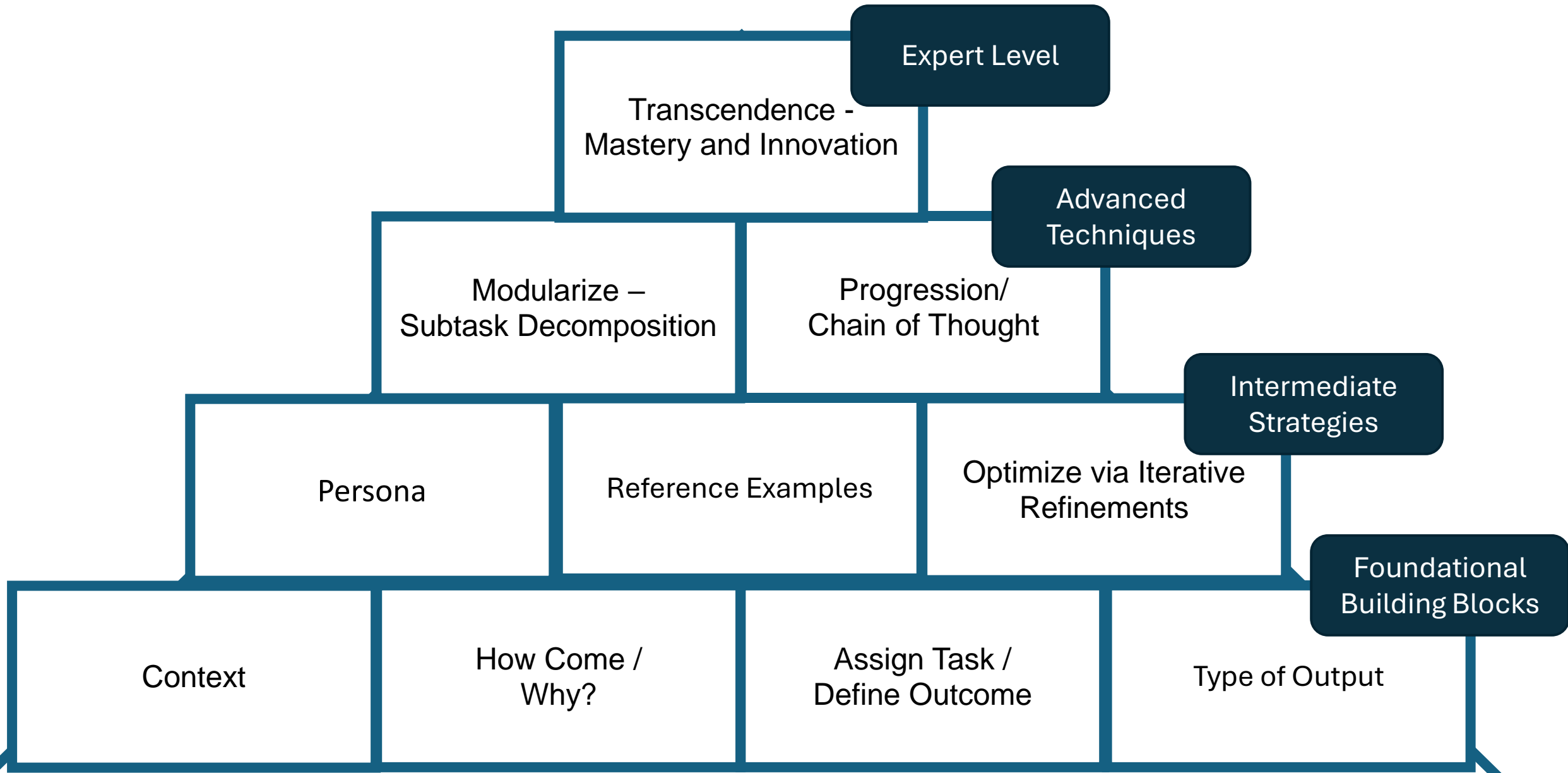


Which area of HR do you believe would benefit most from AI implementation in your organization?

① Start presenting to display the poll results on this slide.



Engaging with your AI Framework



The C.H.A.T.P.R.O.M.P.T.® Pyramid

Responsible AI Chatbot Use in HR

Balance sensitivity and caution

- Use freely for low-risk tasks
- Be more careful of using it for sensitive areas

Protect data and privacy

- Use generic inputs
- Avoid submitting private information

Prioritize human judgment

- AI complements, doesn't replace HR expertise

Ensure quality and fairness

- Human review of AI outputs
- Mitigate bias

Train staff on responsible AI use

AI Use Cases

Job Analysis

Personnel Assessments

Personalized Career Pathways and Training Programs

HR Communications

AI Use Cases

Job Analysis

Craft a Job Analysis Project Plan

1. Craft a Job Analysis Project Plan
for **Chief happiness officer**
Base Layer: Foundational Building Blocks

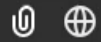
Objective: Create a job analysis plan.


C.	Context:	Our organization is now prioritizing the health and well-being of our employees. The CEO has decided to create a new position called Chief Happiness Officer to lead these initiatives.
H.	How Come:	The objective of this job analysis is to detail the functions and requirements of the CHO role to ensure alignment with our organization's mission and goals.
A.	Assign Task / Define Outcome:	Create a Job Analysis Plan, including elements like Project Title & Objective, Scope, Key Stakeholders (including Project Sponsor, Lead, and SMEs), Methodologies (interviews, questionnaires, etc.), Timeline, Resources, Communication Plan, Risk Mitigation, and Acceptance Criteria.
T.	Type of Output:	The expected output is a comprehensive Job Analysis Plan document


What can I help with?


Message ChatGPT


I



 Create image

 Analyze images

 Summarize text

 Get advice

More

2. Construct a Job Description for Chief happiness officer

Reference Examples / Documents

Objective: Analyze and synthesize collected data/information.

After Collecting Data/Information, Provide your AI with your Content

Example command: "I'm going to provide you with documents and information in segments for the Chief Happiness Officer job analysis. Please wait until all parts are uploaded before beginning your analysis. Here is 1 of 2."

- [1.- Analyst Notes for Chief Happiness Officer](#)
- [2.- Chief Happiness Officer \(CHO\) Role Survey Responses](#)

Final command: "All parts (2 of 2) of the documents for the Chief Happiness Officer job analysis have been uploaded. You can now start synthesizing the information."

stakeholders.

- **Usability:** The final Job Description should be clear, actionable, and usable for recruitment, onboarding, and performance evaluations.

Expected Output

- **Job Analysis Report:** A detailed document defining the CHO's core functions, qualifications, required skills, and performance expectations.
- **Job Description:** A finalized document ready for immediate use in recruitment and employee development for the CHO position.

This plan will provide a structured approach to developing the CHO role and ensure it aligns with your organization's mission of prioritizing employee health and well-being. Let me know if you'd like further customization in any area.



Message ChatGPT



2. Construct a Job Description for Chief happiness officer

Objective: Construct a job description.

Reference Example(s)

“Based on the provided information and adhering to the 'Job Description Structure and Format', synthesize a draft job description for the Chief Happiness Officer role, focusing especially on key responsibilities and required competencies.”

Here is the link: [Job Description Structure and Format](#)

- **Experience:** 7-10 years in roles related to employee engagement, wellness program management, or organizational culture.

Additional Considerations

- **Certifications:** Industry certifications in wellness, engagement, or emotional intelligence could enhance qualifications.
- **Work Environment:** A modern, inviting workspace with natural lighting and areas for relaxation may be conducive to promoting the CHO's focus on well-being.

This job analysis synthesizes your organization's needs with best practices in employee well-being. The CHO role is positioned as a strategic driver of happiness initiatives, leveraging both interpersonal and analytical strengths to foster an engaged, positive work environment. Let me know if you need more detail on any section.



Message ChatGPT



AI Use Cases

Personnel Assessments

Personnel Assessment Design

Step 1: Analyze Job Description

Step 2: Upload Psychometric Principles Document

Step 3: Ask AI for Brainstorming:

Step 4: Command AI for Specific Recommendations

Personnel Assessment Design

- **Objective:** Understand the Chief Happiness Officer (CHO) role and relevant psychometric principles.
- **Actions:**
 - **Step 1: Analyze Job Description:**
 - Command AI to outline CHO competencies, duties, and responsibilities.
 - **Example Prompt: "Analyze the provided job description for the Chief Happiness Officer and summarize the key competencies, duties, and responsibilities."**

related field.

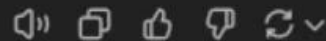
Equivalency Provision

- A Master's degree in a relevant field may substitute for up to two years of required experience.

Additional Requirements/Information

- Certifications in areas like emotional intelligence, employee engagement, or wellness program design are desirable.
- Must demonstrate excellent communication and presentation skills, with the ability to engage a diverse workforce.

This draft job description adheres to the specified structure, emphasizing the CHO role's unique focus on fostering employee happiness and well-being. Let me know if any further adjustments are needed.



Message ChatGPT



Personnel Assessment Design

- **Objective:** Understand the Chief Happiness Officer (CHO) role and relevant psychometric principles.
- **Actions:**
- **Step 2: Upload Psychometric Principles Document:**
 - Provide AI with key psychometric principles.
 - *Psychometric Metamorphosis: Transforming Talent Acquisition into an Empirical Artform'*
 - **Example Prompt: "I've uploaded a document titled 'Ex4.1-The Psychometric Metamorphosis: Transforming Talent Acquisition into an Empirical Artform'. Please summarize the key psychometric principles mentioned."**

4. **Metric Tracking:** Establish and track metrics to assess the impact of wellness initiatives and drive data-based improvements.
5. **Cross-Department Collaboration:** Partner with HR, department heads, and other stakeholders to embed wellness into organizational practices.
6. **Work-Life Balance Initiatives:** Promote policies and programs that support work-life balance and flexibility.
7. **Employee Recognition:** Develop and manage programs to recognize and reward employee contributions.
8. **Trend Awareness:** Stay updated on industry trends to continually refine happiness and engagement strategies.
9. **Community Building:** Coordinate team-building and social events to enhance camaraderie and a sense of belonging.

Responsibilities Summary

The CHO is tasked with creating a thriving work environment through strategic well-being initiatives, data-driven program management, and fostering an inclusive, supportive workplace culture. The role requires both strategic oversight and hands-on involvement in promoting employee happiness as a key organizational priority.



Message ChatGPT



Personnel Assessment Design

- **Objective:** Generate potential assessment methods based on CHO competencies and psychometric principles.
- **Actions:**
 - **Step 3: Ask AI to Brainstorm with you:**
 - Command AI to suggest assessment methods for CHO competencies, including pros and cons for each.
 - **Example Prompt: "Act as a Psychometrician and based on the key competencies required for the Chief Happiness Officer as summarized and the psychometric principles, brainstorm potential assessment types that could effectively evaluate these competencies. Include pros and cons for each suggested assessment type."**
- **Evaluate Suggestions:**
 - Review the generated assessment types and weigh their advantages and disadvantages.

validities and competencies, with work samples and simulations scoring highly on content, criterion, and construct validity.

Overall Message

The document underscores a call to action for HR professionals to adopt psychometric rigor in their assessment practices. By applying these core principles and strategies, organizations can maximize the predictive power of assessments, enabling a scientifically sound approach to talent acquisition that supports long-term organizational success.

"Act as a Psychometrician and based on the key competencies required for the Chief Happiness Officer as summarized and the psychometric principles, brainstorm potential assessment types that could effectively evaluate these competencies. Include pros and cons for each suggested assessment type."



As a Psychometrician, here are suggested assessment types for evaluating the Chief Happiness Officer (CHO) role, designed to capture essential competencies like leadership, emotional intelligence, program design, analytical skills, industry awareness, and change management.

1. Situational Judgment Test (SJT) ↓

Description: SJTs present candidates with hypothetical workplace scenarios relevant to the CHO role.



Personnel Assessment Design

- **Objective:** Obtain detailed recommendations for assessment types tailored to each CHO competency.
- **Actions:**
 - **Step 4: Command AI for Specific Recommendations:**
 - Instruct AI to recommend the most valid and reliable assessment types for each identified competency, providing rationale based on psychometric principles.
 - **Example Prompt: "For each competency identified for the Chief Happiness Officer role, recommend the most valid and reliable assessment type based on psychometric principles. Explain why each is ideal and discuss any limitations."**
- **Review and Compile Results:**
 - Collect AI-generated recommendations and compile a detailed list of assessment methods for the CHO role, ensuring they are aligned with strategic goals and capable of identifying the most qualified candidates.

Behavioral Interview	Intelligence, Change Management	strong predictor	interviewer bias
Work Sample/In-Basket Exercise	Program Design, Analytical Skills, Strategy	High validity, job preview	Resource-intensive, stressful for some
360-Degree EI Assessment	Emotional Intelligence, Interpersonal Skills	Holistic, reduces self-report bias	Complex to administer, needs external references
Psychometric Personality & Cognitive Tests	Personality Traits, Analytical Ability	Scalable, provides insight into trait-based fit	Limited contextual relevance, possible misinterpretation
Role-Play/Group Exercise	Leadership, Change Management, Communication	Realistic, observational insights	Logistically demanding, potential nerves impact
Case Study Analysis & Presentation	Analytical, Strategic Thinking, Communication	Direct competency assessment, real-world relevance	Requires prep time, evaluator subjectivity

These assessment types, when used in combination, provide a robust, multi-faceted evaluation of the CHO candidate's potential fit and effectiveness, aligning with psychometric principles for predictive validity, construct alignment, and reliable scoring.



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AI Use Cases

Personalized Career Pathways and Training Programs

Personalizing Employee Development Plans

- **Objective**
- Learn how to use AI to create personalized career development plans, helping employees map a clear path towards leadership roles, such as **from Microcomputer Support Technician I to CTO.**
- **Why Employee Development Plans Matter**
 - Enhances career growth, retention, and employee satisfaction.
 - Bridges the gap between current skills and future leadership positions.
 - AI assists in generating detailed, actionable plans aligned with employee goals.

Using the CHATPROMPT Pyramid for Career Development Plans

1. **Context:** “**Create a career development plan for [Insert current role] to advance towards [Insert target role].**”
2. **How Come/Why:** “**The goal is to bridge the gap between the current qualifications and the skills required for the target role.**”
3. **Assign Task:** “**Map out a plan including current skills, required qualifications, training, and career milestones.**”
4. **Type of Output:** “**Generate a comprehensive Career Development Plan document with steps and timelines.**”
5. **Persona and Reference Example:** “**Write the plan as an HR professional, and (OPTIONAL) reference this example plan: [Insert reference].**”

Template for Employee Development Plan

1. Current Role (Entry-Level)

Job Title: *Insert current role (e.g., Microcomputer Support Technician I)*

Minimum Qualifications:

1 year of IT experience, high school diploma, CompTIA A+ certification

2. Target Role (Leadership)

Job Title: *Insert target role (e.g., Chief Technology Officer)*

Minimum Qualifications:

7 years IT experience, 4 years supervisory, bachelor's degree

- **Example Prompt Template:**

“Create a development plan for a [Current Job Title], with a minimum qualifications of [Current Job Title MQs] to progress toward the [Target Job Title] role with a minimum qualifications of [Target Job Title MQs], including training, milestones, and mentorship.”


Prompt for Identifying Roles and Qualifications


- "[**Context**] Create a career development plan for a **Microcomputer Support Technician I** to advance towards the **Chief Technology Officer** role.
- [**How Come/Why**] The goal is to bridge the gap between the current qualifications (1 year of IT experience, high school diploma, CompTIA A+ certification) and the requirements for the target role (7 years IT experience, 4 years supervisory experience, bachelor's degree).
- [**Assign Task**] Map out a plan including current technical skills, required qualifications, leadership development, advanced certifications, and career milestones.
- [**Type of Output**] Generate a comprehensive Career Development Plan document with steps, timelines, and key technical/leadership competencies to develop.
- [**Persona**] Write the plan as an HR professional specializing in IT career development."


What can I help with?


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 Create image

 Make a plan

 Analyze data

 Brainstorm

More

AI Use Cases

HR Communications

1. Creating an Engaging Job Bulletin
2. Post a Job Opportunity on Social Media

1. Creating an Engaging Job Bulletin

- **Objective:** Craft an engaging job bulletin for the Chief Happiness Officer (CHO) position at Happy Organization to attract qualified candidates.
- **Action:**
 1. **[CONTEXT]** Create a complete job posting for a Chief Happiness Officer position **[HOW COME/WHY]** to attract qualified candidates by showcasing the role's unique value proposition and organizational culture **[ASSIGN TASK/DEFINE OUTCOME]** Develop a comprehensive job bulletin that identifies the top 5 role features, position requirements, and growth opportunities, all within 300 words **[TYPE OF OUTPUT]** formatted as a web-ready job posting with SEO keywords 'Chief Happiness Officer' and 'corporate culture'.
 2. **Review:**
 - Ensure the job bulletin is clear, compelling, and optimized for web searches.
 - Verify it highlights key role aspects and aligns with the organization's culture and mission.

	Emotional Intelligence	reduces self-report bias	or those with references
Program Design Experience	Work Sample or In-Basket Exercise	High predictive validity, direct task relevance	Resource-intensive, scoring may require assessor judgment
Analytical & Data-Driven Decision-Making	Case Study Analysis and Presentation	Evaluates analytical skills in real-world scenarios	Scoring can be subjective, requires preparation
Engagement & Happiness Best Practices	Situational Judgment Test (SJT)	Scalable, measures knowledge and judgment	Hypothetical, may not capture true behavior
Change Management	Role-Play or Group Exercise	Observes skills in action, realistic context	Logistically demanding, performance impacted by nerves

Each assessment is tailored to capture the competencies crucial for a CHO, balancing predictive validity and real-world relevance. While each has limitations, these methods, combined thoughtfully, create a reliable, comprehensive evaluation for the CHO role.



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2. Post a Job Opportunity on Social Media

- **Objective:** Create engaging social media posts for the Chief Happiness Officer (CHO) position to attract top talent.
- **Prompt:**
 1. **[CONTEXT]** Create social media recruitment content for a Chief Happiness Officer position **[HOW COME/WHY]** to attract qualified candidates through concise, engaging messaging **[ASSIGN TASK/DEFINE OUTCOME]** Draft a 100-character post that highlights key qualifications and unique role aspects, including relevant hashtags for the target audience **[TYPE OF OUTPUT]** Deliver as a social media-ready post optimized for engagement.

2. Review:

- Ensure posts are clear, engaging, and concise.
- Verify they highlight the essence of the position and its minimum requirements within the character limit.
- Seek feedback to refine and optimize the posts for maximum impact.

Qualifications

- 7-10 years in employee engagement, organizational development, or related fields
 - Bachelor's degree in Psychology, HR, Organizational Behavior, or similar
 - Proven experience with wellness programs, emotional intelligence, and data analysis
-

Why Join Us?

This is a unique opportunity to lead and shape our corporate culture while growing your career in a dynamic, people-centered role. As our Chief Happiness Officer, you'll make a lasting impact on our team and company success.

Keywords: Chief Happiness Officer, corporate culture, employee engagement, workplace well-being



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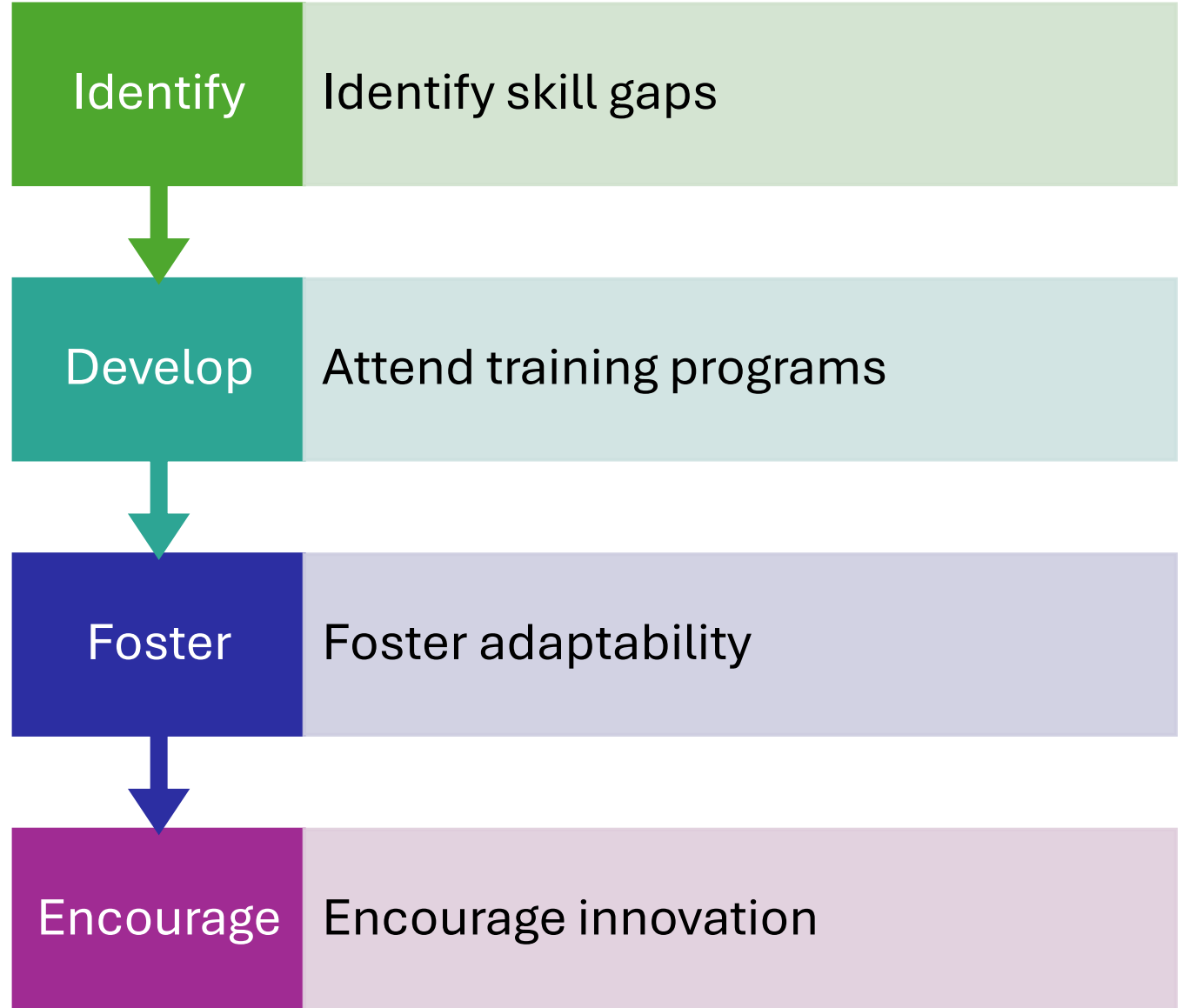
Closing Thoughts

The Changing Landscape of Work

- Evolving Job Roles
- AI will become a New Skill Requirement
- Continuous Improvement and Continuous Learning Culture



Preparing the Workforce for AI



Leading the AI Revolution

- Embrace change
- Be proactive, not reactive
- Balance human touch with AI efficiency



Your Next Steps



Assess your HR AI
readiness



Identify potential pilot
projects



Engage with AI tools
and learn



Develop Responsible
AI Usage Guidelines

The Future of HR Depends on You

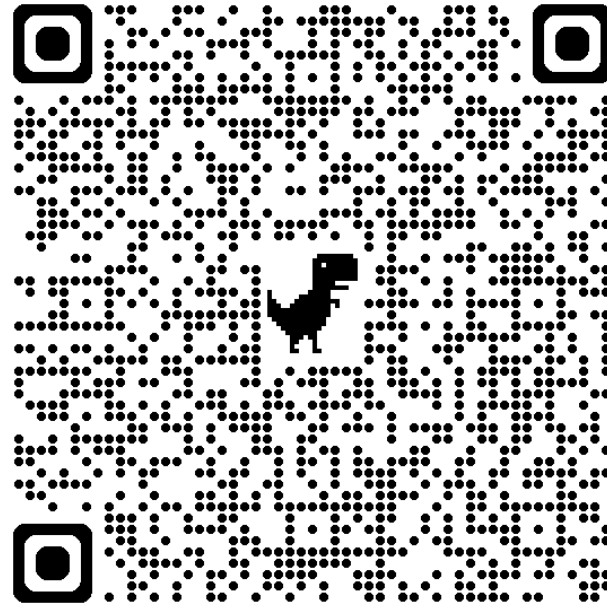
Choose Your Own Adventure





Resource and Contact Information

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- Employee Engagement



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