AI & Beyond: Reimagining Talent Assessment

Client Conference

Date: Thursday, 2nd November 2023   **Venue:** Taste, Bluevalley Hills, Centurion   **Click here to register**

08:00 REGISTRATION

08:30 WELCOME & INTRODUCTION

Prof. Hennie Kriek
CEO: TTS – Top Talent Solutions and Professor Extraordinarius: UNISA

08:45 SESSION 1

Keynote Address: Step into the world of AI & Beyond: How AI will shape the workplace of the future

Join Jepson as we embark on an enlightening journey, diving deep into the intricacies of intelligence and the pivotal role of data in businesses. Discover the challenges faced by companies today and how AI stands at the forefront of transformative solutions. But it's not all smooth sailing: we will confront the unexpected twists and turns AI brings. We conclude with a visionary look into the future of work, as well as a no-holds-barred Q&A session.

In this keynote, Jepson Taylor will discuss:

- The Nature of Intelligence: Understanding the essence of intelligence and its correlation with personal experiences.
- Data as Business Experience: Unpacking parallels between individual life experiences and the vital role of data in shaping business decisions.
- AI's Emergence: Dive into a rich history of AI, gaining a foundation of its evolution, and prepare to be astounded by its current advancements.
- The AI Paradox: Navigate "the drop" as we unravel the startling reality that 80% of AI projects fail and engage in a gripping exploration of real-world AI project outcomes.
- The Future of Work: Envision a world where AI seamlessly integrates across various industries, redefining the essence of fulfilling work.

Jepson Taylor
Chief AI Strategist: Dataiku (USA)

10:15 SESSION 2

AI and ChatGPT in talent management: Observations, trends and implementations within the South African work context

This session provides an overview of how AI has impacted organisations in the South African context, based on TTS's consultation with more than 650 companies, we will discuss:

- The impact and adoption of AI and ChatGPT across the talent lifecycle.
- Future skills, emerging competencies, and capabilities in the new world of work.
- Emerging questions on the ethical use of AI in talent assessment.
- Client reactions to AI-driven talent solutions.

Prof. Hennie Kriek
CEO: TTS – Top Talent Solutions and Professor Extraordinarius: UNISA

10:45 TEA BREAK

11:15 SESSION 3

Case Study: Harnessing assessment data for trend analytics that create board-level impact

Based on real-world talent projects, this case study will take attendees through the lessons learned in creating strategic impact using assessment data analytics. In the session we will cover:

- Converting board challenges into measurable assessment questions.
- Utilising assessment analytics for succession planning insights.
- Forecasting skills alignment with future requirements through assessment analytics.
- Lesson learned and implications for assessment strategy.
- Practical tips for dealing with data challenges.

Ntswaki Raboroko
Executive: Group Talent Management & Learning: Old Mutual

12:00   **SESSION 4**

Case Study: The measurement of Digital Affinity

In this case study, we examine assessing for the vital constructs of Digital Affinity and Technology Readiness, as well as how use assessment data to inform development planning and change initiatives. In the session, we discuss:

- Implications of digital transformation for frontline staff and the realisation of group-wide strategic intent.
- Identifying the beliefs and behaviours that allow people to use technology to connect people to people more seamlessly.
- Assessing Digital Affinity and Technology Readiness.
- Utilising assessment results for change management actions and development planning interventions.

Genine Jacobs
Executive: Head People & Culture
PPB: Standard Bank SA

12:45   **LUNCH**

13:45   **SESSION 5**

Case Study: Utilising AON's virtual worker framework and assessment data in a remote call-centre environment

In this case study, we discuss how using a future-proof virtual worker competency framework, along with objective assessment data, can add value to high volume recruitment and selection projects. In the session we will cover:

- An integrated assessment solution to efficiently screen and select a large volume of applicants for fully remote call centre roles.
- Reducing the time-to-hire of individuals in a fully remote call centre environment.
- Improving the effectiveness of the process by increasing the placement rate of individuals interviewed in the final phase.

Kelly Smith
Talent Acquisition Manager:
TransUnion GCC Africa

14:30   **TEA BREAK**

15:00   **SESSION 6**

Facilitated Group Discussion: AI & Beyond: Reimagining Talent Assessment. The impact of AI in Talent Management – currently and the future

An interactive session with debates and discussions between attendees, facilitated by TTS's senior consultants, addressing the following questions:

- How has AI already influenced talent assessment in your organization or industry?
- What are the primary challenges you face as talent assessment professionals, and how do you envision AI helping to address these?
- Considering the diverse industries represented, how do you believe AI implementations in talent management can be tailored to suit the unique complexities of your specific industry?
- When assessing candidates or employees, what technical skills and competencies do you think are critical in the age of AI, and how do you propose assessing them effectively?
- How can AI-based talent assessment ensure fair evaluation while considering diversity and inclusion in a remote work-dominated landscape?

Fred Guest
Managing Director: TTS –
Top Talent Solutions

16:00   **FINAL QUESTIONS, WRAP-UP & CLOSURE**

Jepson Taylor
Chief AI Strategist: Dataiku (USA)

Prof. Hennie Kriek
CEO: TTS –Top Talent Solutions and Professor Extraordinarius: UNISA

16:15   **POST-CONFERENCE REFRESHMENTS AND NETWORKING**