

**Associate Dean**

**Santa Clara U**

 **@terrigriffith**

**Terri Griffith**

**Lose Your Job or  
Gain a Partner -  
What will be the  
role of AI in your  
organization?**

**@DisruptHR\_SFO**

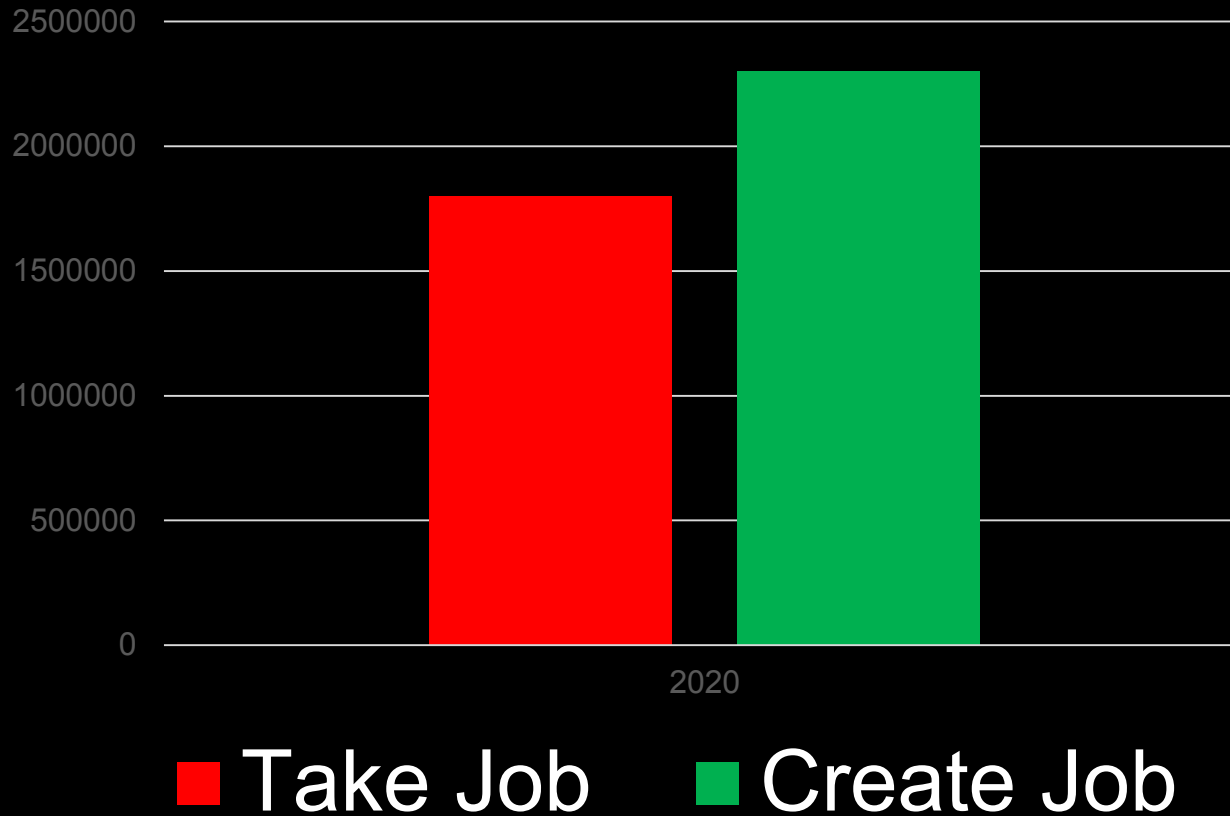






Oct 2017

# Gartner Research on Artificial Intelligence





DATA | LIFE



**Courtney DiNardo, MD**

Assistant Professor, The University of Texas MD Anderson  
Cancer Center

WIRED  
DATA | LIFE



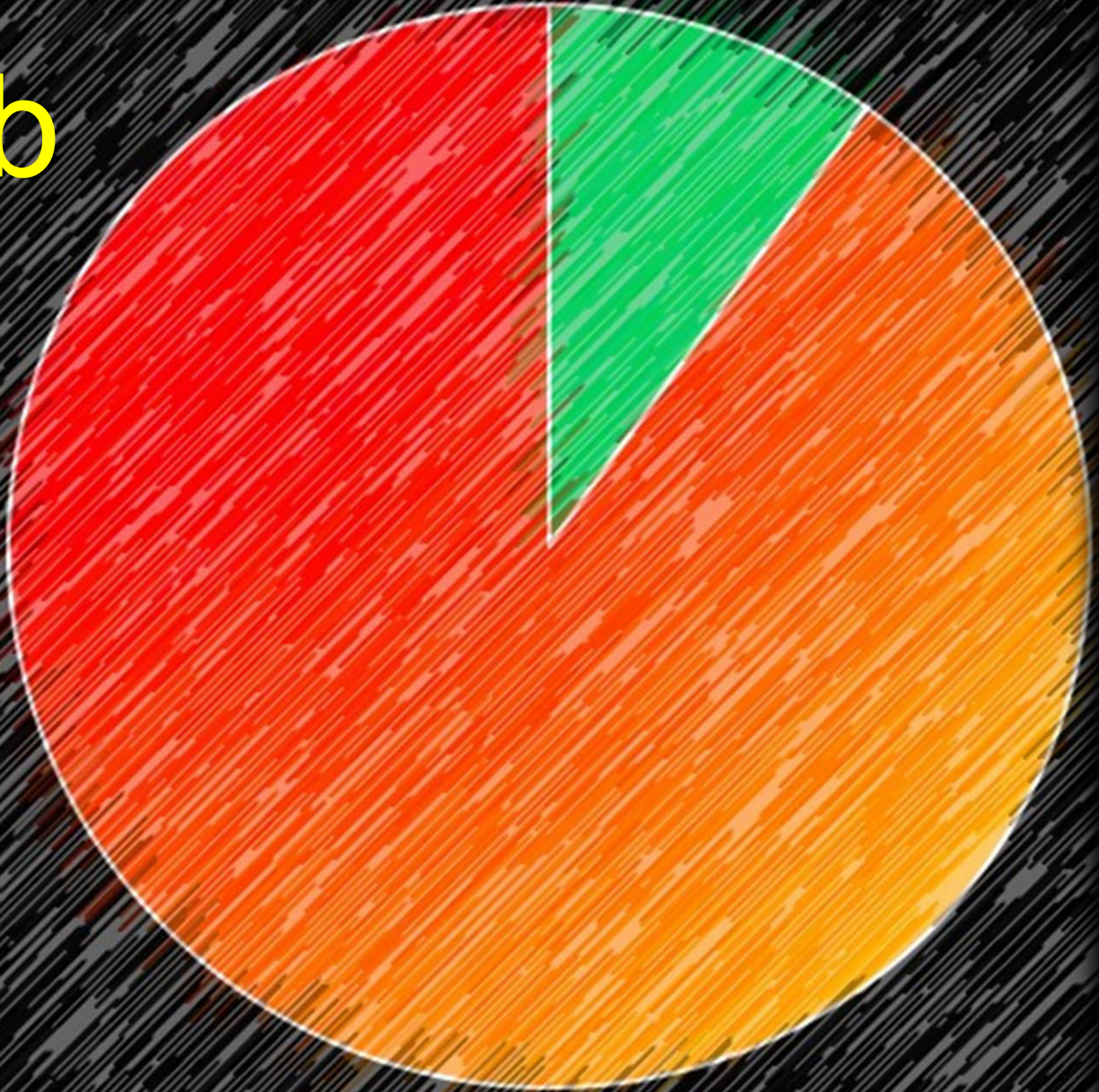


Your job

How you  
design  
your org



# Your job

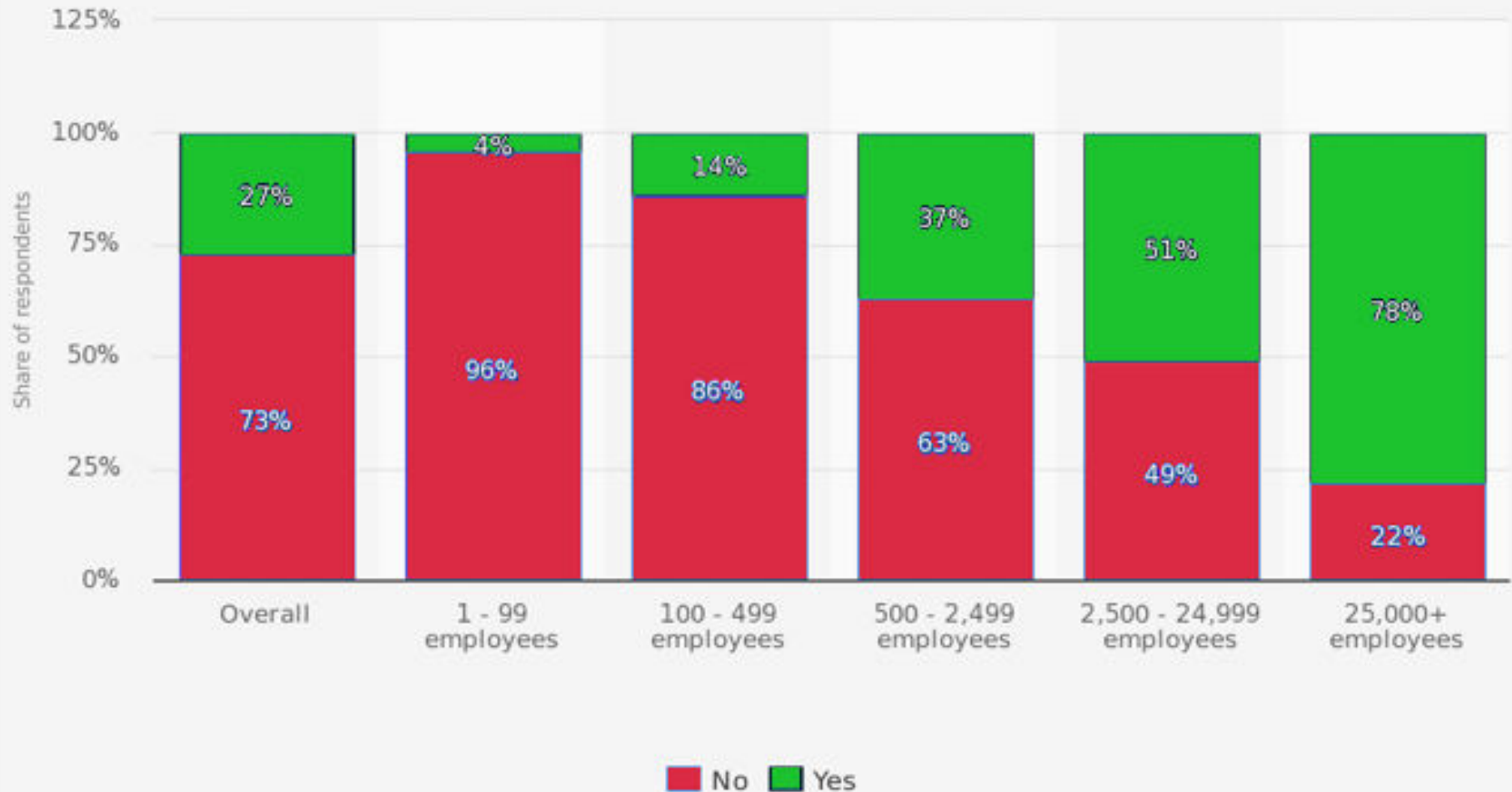


Ari     Mya....





## Share of organizations hiring for human resources jobs in the United States as of April 2016, by company size



Source  
SHRM  
© Statista 2017

### Additional Information:

United States; SHRM; April 2016; 318 Respondents; 18 years and older; HR professionals and SHRM members who had not completed an SHRM survey within the past six months

statista

@DisruptHR\_SFO







**POLICE**

*"to protect  
and to serve"*

**87181**

# IT-Enabled Labor Sourcing: A Conceptual Framework and Research Agenda

*Full papers*

**Atiya Avery**

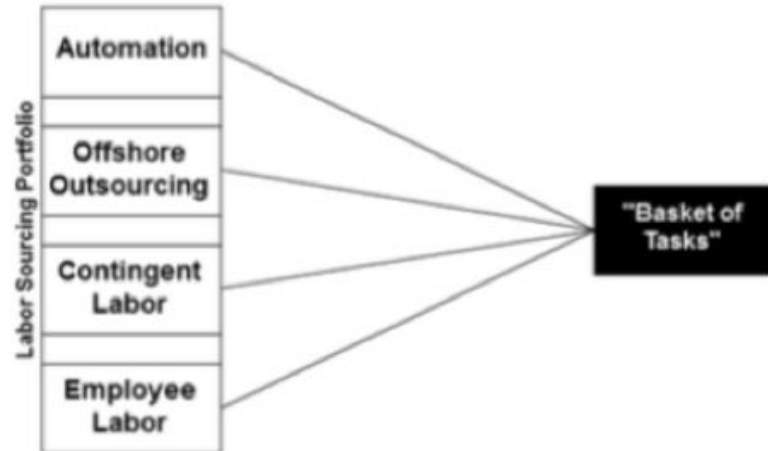
University of Illinois at Chicago  
aavery3@uic.edu

**Ali Tafti**

University of Illinois at Chicago  
atafti@uic.edu

**Mary Beth Watson-Manheim**

University of Illinois at Chicago  
mbwm@uic.edu



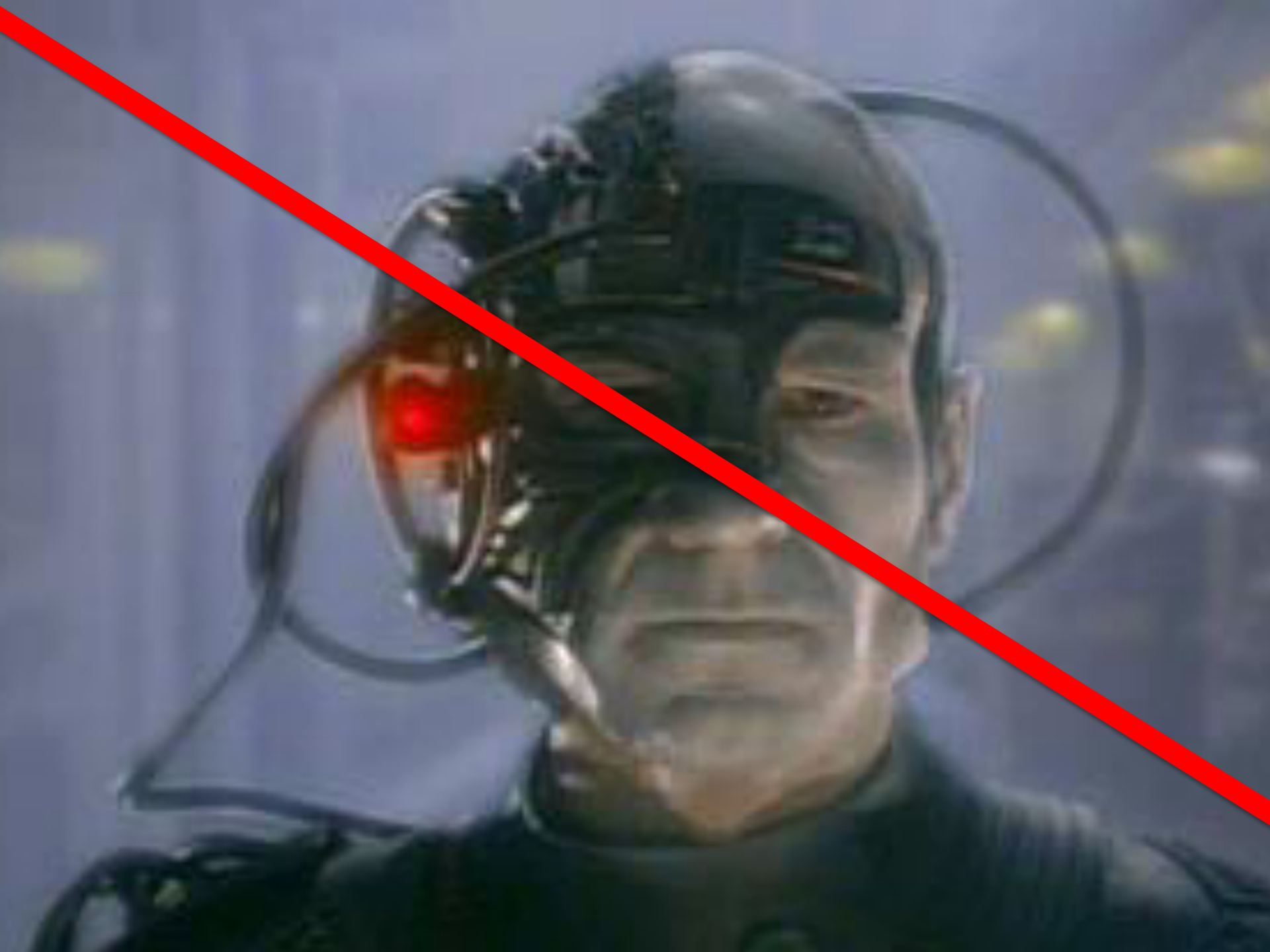
**Figure 1- Labor Sourcing Model**

<https://www.techemergence.com/machine-learning-at-insurance-companies/>

**@DisruptHR\_SFO**



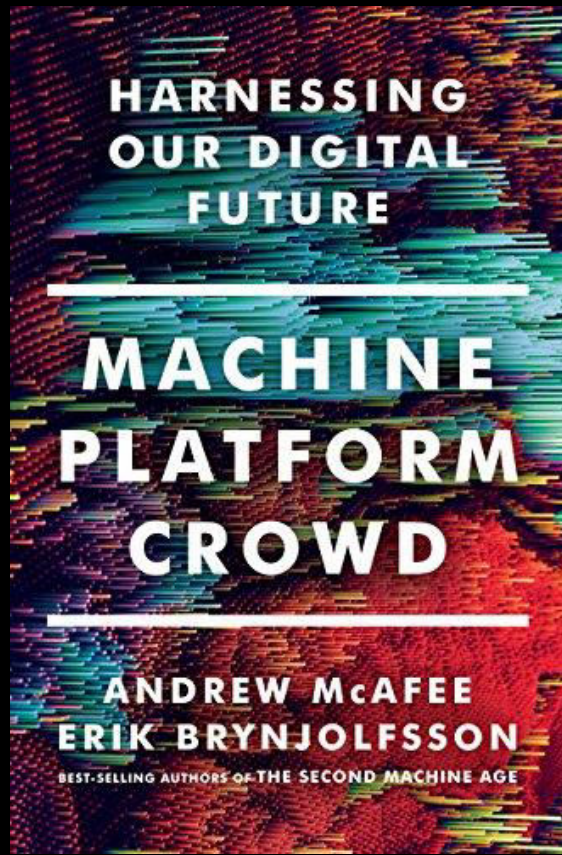








# STOP



sory!  
write  
San  
—  
and  
troit  
sur-  
s for  
naga  
ences  
sign-  
ners'

human and appealing. Good salary and good future for steady man who can forget the bright lights and "stay put" with a live organization in a live and growing art field. Send samples with letter. Wilson H. Lee Advertising Service, New Haven, Conn.

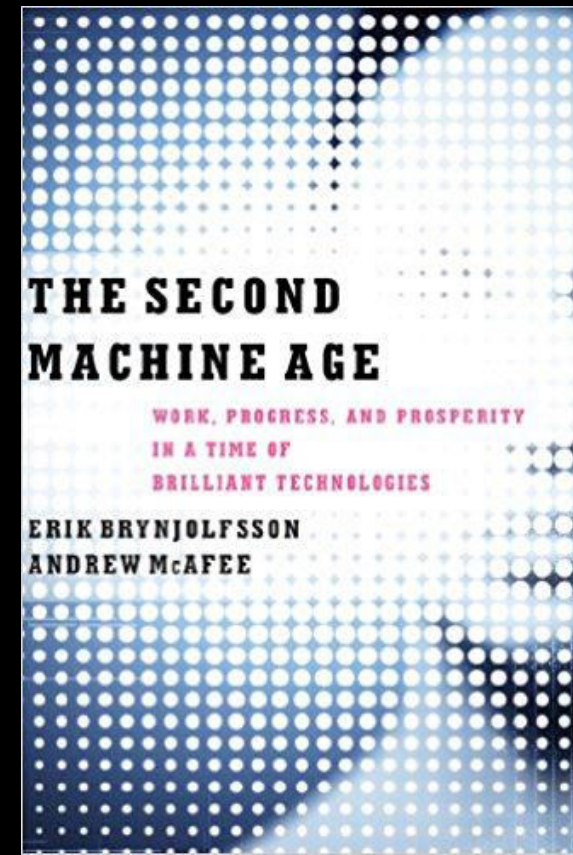
**ONLY HUMANS  
NEED APPLY**

**Winners & Losers in the  
Age of Smart Machines**

**THOMAS H. DAVENPORT  
& JULIA KIRBY**

Agent wanted in every city in America to sell an inexpensive new article that is needed for daily use in every office and home. Easy seller, good profits. Permanent, exclusive arrangements possible. Write for particulars, mentioning this publica-

\$150.  
and n  
class  
3164,  
—  
A S  
reser  
ence  
refer  
publ  
tion  
men  
Box  
—  
Spec  
Rese  
—  
cove  
mak  
spec  
jour  
gans  
fide  
636





## HR Digital Community

312 members



## Artificial Intelligence for HR

2 members



## A.I. for recruiting

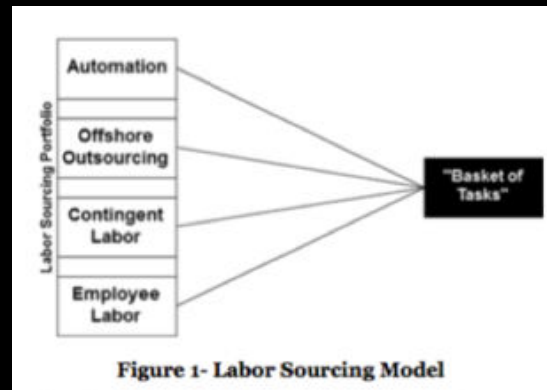
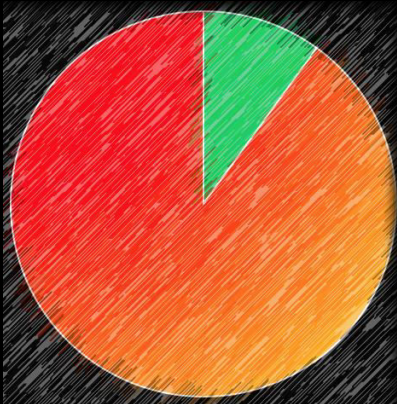
1 member

@DisruptHR\_SFO





# LOOK



# SAVE



# “MIX”

## Human, Technical, & Process Resources



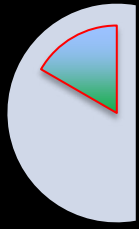
## Tradeoffs & Blends





# LISTEN





*End of Week*

Top HR  
Priorities

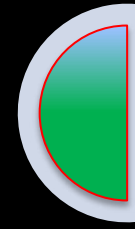
Baseline



*End of Oct*

Data  
Farming

Design  
in  
Progress



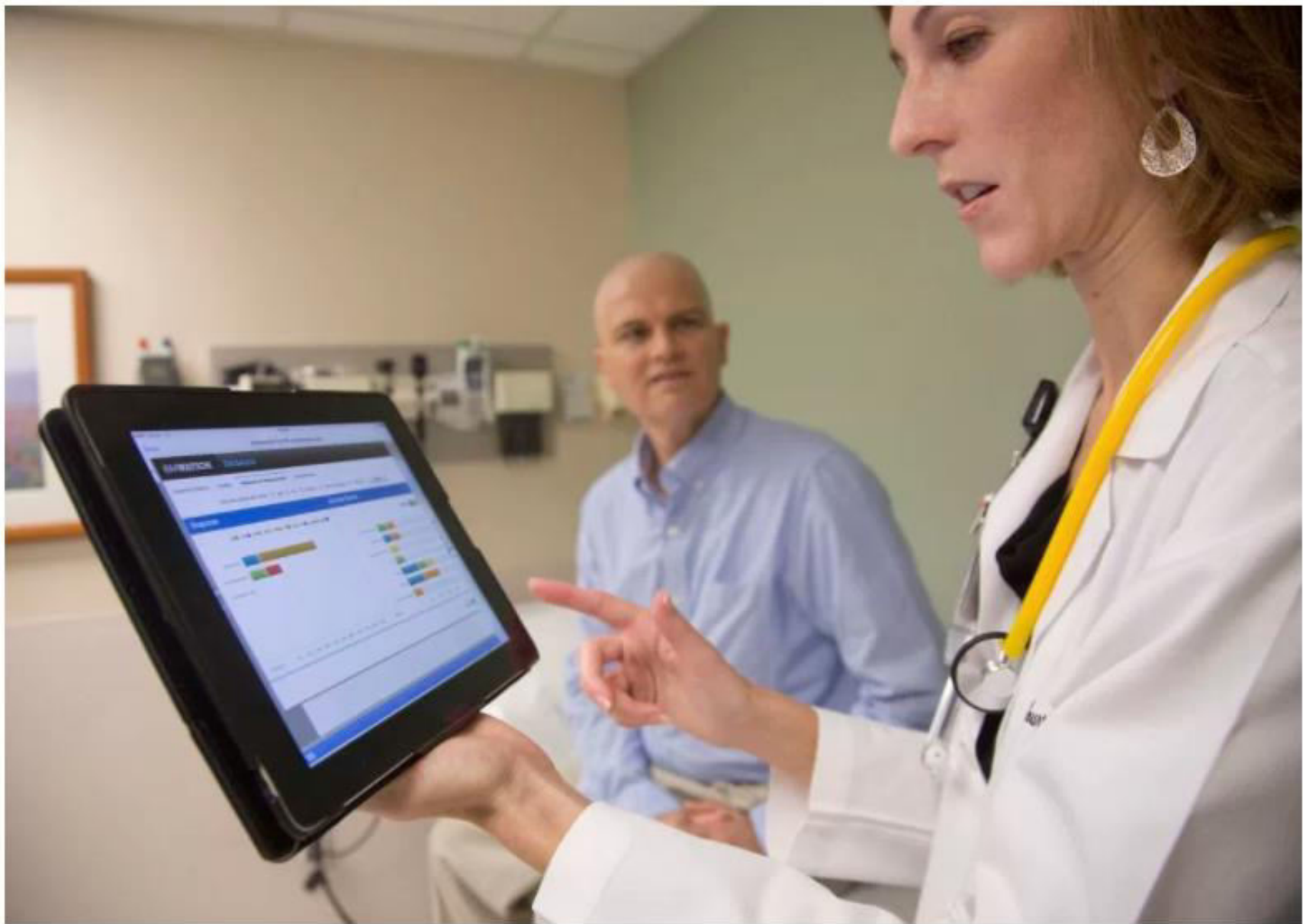
*End of 2017*

Plan

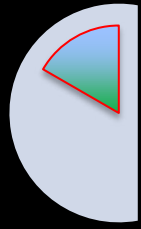
Light-  
weight  
Tests







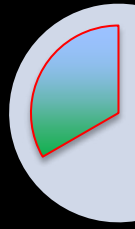
**At the University of Texas MD Anderson Cancer Center, Assistant Professor of Leukemia Dr. Courtney DiNardo uses IBM's Watson cognitive system while consulting with patient Rich Ware.**



*End of Week*

Top HR  
Priorities

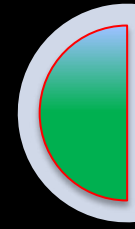
Baseline



*End of Oct*

Data  
Farming

Design  
in  
Progress



*End of 2017*

Plan

Light-  
weight  
Tests



