

October 29 - 30, 2024 • Virtual Course

2 Days, Bookable Separately

AI for HR October 29, 2024 People Analytics October 30, 2024

*Current Capabilities, Suggested Safeguards, Potential Applications & Ongoing Progress
in HR Analytics*



YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



Maya Medeiros
**Norton Rose Fulbright
LLP**



Tammy Kelly
IBM



Roger Blaesz
University of Toronto



Zac Nicol
**Workplace Safety
Insurance Board
(WSIB)**

... and more



Get the most up-to-date and practical information anywhere available from leading experts in the area including how to;

- Use AI for competitive advantage and increased productivity.
- Lay the foundation for HR and AI success.
- Personalize the employee experience.
- Increase the efficiency of recruitment processes.
- Improve the hiring experience for candidates and hiring managers.
- Use AI for interviews.
- Align total reward and executive compensation.
- Use AI to integrate diversity, equity and inclusion.
- Use AI cognitive to proactively manage risk for competitive advantage.
- Legal issues including.
 - Enforceability of letter agreements and employee contracts.
 - Privacy and Confidentiality.

REGISTER TODAY!

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AI FOR HUMAN RESOURCES: TUESDAY, OCTOBER 29, 2024

10:00 - 10:15 EDT **Welcome and Opening Remarks from the Chair**

10:15 - 11:00 EDT

Are You Losing Ground to Human Resources Departments in Other Organizations? Why and How to Integrate AI Within HR Functions

- Where does AI fit in the context of HR Management?
- Relationship between AI and innovation.
- Potential impact.
- Potential risk.
- Finding the real value to launch your organization into the winner's circle.

11:00 - 11:45 EDT

Use Cases: Understanding AI and HR Capabilities and Integration

- How are companies using AI in HR?
- What is it capable of doing?
- Use cases, success stories and lessons learned in deploying AI in HR.
- The tremendous potential of AI to boost productivity and improve employee experience.
- Understanding which functions AI can support.
- Adopting or developing the right AI solutions to manage risk and ensure security.
- Managing negative perceptions of AI and ensuring that employees are trained to work with it.

11:45 - 12:30 EDT

Laying a Solid Foundation: How to Safely Activate and Integrate AI in HR in Your Organization

- Establishing an AI Risk Committee.
- What are hallucinations and how do you guard against them?
- Exploring experimentation with public data use cases.
- Developing a comprehensive AI Risk Framework tailored to your organization.
- Examining your work design to provide timely upskilling and reskilling opportunities.
- Reimagining your workforce strategies.
- Ensuring your personnel remain relevant and adaptable in the face of change.

12:30 - 13:15 EDT Break

13:15 - 14:00 EDT

AI Powered Recruitment - Interviewing, Screening, Training and Promotion

Learn how an AI-powered talent intelligence system can help companies automate repetitive tasks in the recruitment process and make data-driven hiring decisions. This session will cover:

- AI for comprehensive candidate sourcing with AI sourcing tools.
- Candidate screening - Use of AI technology to bring the best candidates forward.
- Methods used by AI screening systems.
- Customized talent assessment to measure candidate competency, personality traits.
- Career management and talent mobility.

AI FOR HUMAN RESOURCES: TUESDAY, OCTOBER 29, 2024

- Learning and development.
- AI technology and effective learning opportunities.
- Decrease attrition of new hires.
- How effective employee engagement sets the stage for a successful long-term relationship.
- Challenges include ensuring data privacy, maintaining transparency in AI decision-making, continuously updating AI models to avoid biases and ensure fairness.
- AI Candidate Interviews: Can You Impress An Algorithm?
- Conducting pre-screening interviews with candidates through video calls and text-based interactions.
- Does the positive outweigh the negative?

14:00 - 14:45 EDT

AI Interviewing - How Do You Impress an Algorithm?

- Strengths and weaknesses of the AI Interview.
- Where and how is AI interviewing being used.
- Issues to be aware of.
- The goal.
- Where isn't there bias?

14:45 - 15:00 EDT Break

15:00 - 15:45 EDT

AI and Analytics to Support and Workforce Diversity, Equity and Inclusion (DEI)

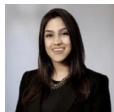
- Seamlessly integrating diversity, equity and inclusion (DEI) within people processes and practices.
- Teaching AI to positively discriminate.

15:45 - 16:30 EDT



Mitigating Risks of Bias Output, Privacy, Personal Information and Other Legal Pitfalls of AI Systems

Maya Medeiros, Partner, Norton Rose Fulbright LLP



Kuljit Bhogal, Associate at Osler, Hoskin & Harcourt LLP

- What information is confidential?
- Legal obligations to protect it and maintain confidentiality.
- Threats to privacy and confidentiality from AI.
- How you can use AI to protect your data.
- Questions relating to constructive dismissal, enforceability of letter agreements and employee contracts.

16:30 - 17:15 EDT

Executive Compensation, How AI is being used for Total Reward and

- How is AI being used in total reward and executive compensation?
- What KPIs do you track.
- Does AI tell the whole story.
- When it works and when it does not.

AI FOR HUMAN RESOURCES: TUESDAY, OCTOBER 29, 2024

17:15 EDT

End of Day One

PEOPLE ANALYTICS: WEDNESDAY, OCTOBER 30, 2024

10:00 - 10:15 EDT



Welcome and Opening Remarks from the Chair

Zac Nicol, Workplace Safety Insurance Board (WSIB)

10:15 - 11:00 EDT

Leveraging Predictive Analytics To Drive Performance

- Utilizing predictive analytics for talent acquisition, performance management.
- Employee engagement to drive organizational effectiveness.
- How HR professionals identify patterns and trends that predict future outcomes.
- Using predictive analytics to identify:
 - which employees are at risk of leaving the company.
- Which job candidates are most likely to succeed in a given role?
- Optimizing human resources and improving employee satisfaction.

11:00 - 11:45 EDT



Case Study

The Dynamics of People Analytics at University of Toronto

Roger Blaesz, HR Reporting Analyst, University of Toronto

- Challenges of obtaining the data you need.
- Useful automated reports.
- The power and how-to's of data visualization.
- Vacation audits - ensuring the reduced cost of vacation not taken.

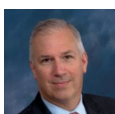
11:45 - 12:30 EDT

Using Analytics To Manage Talent Acquisition

- Establish clear recruitment goals.
- Collect all relevant data from all sources.
- Identify key recruitment metrics such as Time-to-Hire: Cost-per-Hire: Source of Hire; Quality of Hire: performance and retention rate; Diversity Metrics.
- Determine the best hiring technology for your organization.
- Use Descriptive Predictive and Prescriptive analytics.
- Power of the dashboard.
- Track progress and results.

12:30 - 13:30 EDT Break

13:30 - 14:15 EDT



Determining Return On Investment (ROI)

Philip Curran, CEO, Newgrange Advisors | Human Capital Consulting | HR NavigatorSM

- How to determine Return on Investment (ROI) on HR Analytics.
- Quantifying the financial benefits that result from implementing HR analytics.
- Compare against the costs incurred in deploying these analytics tools and processes.

PEOPLE ANALYTICS: WEDNESDAY, OCTOBER 30, 2024

- Comparing the cost of analytics implementation against benefits derived.

14:15 - 15:00 EDT

Case Study

The Move from Excel to Automation at WSIB

- Spreadsheets limitations.
- How automation empowers HR leaders with advanced analytics capabilities, enhances data accuracy, and enables better real-time decision-making.
- The transition process.
- Identifying your specific HR reporting needs.
- Determining what type of data you need to collect, report, and analyze.
- Selecting the right HR reporting solution.
- Testing and piloting.
- Training.

15:15 - 16:00 EDT



Case Study

The Evolution of Analytics at Canada Post: Going Beyond Prediction

Carol Wilson, Director, Advanced Analytics, Canada Post Corporation

Canada Post is committed to being a data-driven business and over the past several years the Advanced Analytics team has focused on descriptive analytics (what happened) and predictive analytics (what will happen). Recently we have increased our analytics maturity by including prescriptive analytics with scenario planning and simulations. Our next goal is to go beyond even prescriptive analytics into a fourth level called integrated analytics. In this presentation, we will:

- Explain the evolution of descriptive, predictive, prescriptive, and integrated analytics.
- Provide examples of recent projects at each maturity level.
- Discuss how to provide tools to seamlessly guide business decisions with ML/AI.

16:00 EDT

End of Day Two

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Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *HR and People Analytics*. A limited number of sponsorship options are available.

For more information or to check availability, contact our sponsorship department by telephone at 416.507.4202, or by email at sponsorship@infonex.com.

PEOPLE ANALYTICS: WEDNESDAY, OCTOBER 30, 2024

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Register for ☐ Both Events ☐ AI for Human Resources ☐ People Analytics

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Prices subject to GST / HST	Full Price	Register by July 26
Course for Groups of 3 +	\$ 1,299 each	\$ 799 each
Course for Groups of 2	\$ 1,399 each	\$ 899 each
Course for 1 Registrant	\$ 1,499	\$ 999

Register for both events

Prices subject to GST / HST	Full Price	Register by July 26
Course for Groups of 3 +	\$ 2,299 each	\$ 1,699 each
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Course for 1 Registrant	\$ 2,499	\$ 1,899

* Groups must register together at the same time to be eligible for group savings.

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VIRTUAL COURSE:

HR and People Analytics will be held as a virtual on-line event. Details on how to access and participate in the event will be sent to all confirmed delegates prior to run date.

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Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at HR and People Analytics. A limited number of sponsorship options are available.

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Substitutions may be made at any time. If you are unable to attend, please make cancellations in writing and email to register@infonex.com or fax to 1.800.558.6520 **no later than October 15, 2024**. A credit voucher will be issued to you for the full amount, redeemable against any other INFONEX course and which is valid for twelve months (one year) from the date of issue.

Registrants who cancel after **October 15, 2024**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **October 15, 2024** and fail to attend will be liable for the entire registration fee.

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