



# Artificial Intelligence for HR

## SEMINAR

Separating the Potential from the Hype

December 5, 2019  
The Conference Board  
New York, NY

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# Agenda

8:00 am – 5:15 pm

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## Thursday December 5, 2019

8:00 – 9:00 am **Networking Breakfast**

9:00 - 9:15 am

### Opening Remarks

**Stela Lupushor**, Program Director, **The Conference Board**

9:15 – 10:00 am

### Keynote: Defining AI for Business

“Artificial intelligence” has become a catch-all phrase, often used synonymously with various forms of advanced technology. News about AI usually lands between extreme exuberance about the solutions it will bring to societal problems and the doom it will create in the labor market and our ability to preserve humanity. It’s time to set a baseline understanding of AI, its variations, and its applications, before we can make decisions about AI’s true abilities and impact. Professor Naqvi defines AI as “the ability of a machine to resolve uncertainty and accumulate experience to improve responses.” We will dive deeper into what AI is, what it does, what it doesn’t do, and the pace of its broad adoption.

**Professor AI Naqvi**, Enterprise Artificial Intelligence Professor, Scientist & Researcher, **American Institute of Artificial Intelligence**

10:00 - 10:30 am Networking Break

10:30 - 11:15 am

### AI is Changing the World. But How?

While we can’t fully understand AI’s long-term implications, we can already make informed assumptions of how it might evolve. In some jobs, AI is helping humans to do a better job, and in some it replaces them. Our expert panel will discuss what types of jobs may expect the greatest impact of AI and whether or not we can expect massive technological unemployment as a result of large worker displacement.

Panel moderator:

**Mary V.L. Wright**, Maher & Maher and Sr. Fellow, **Institute for Work & the Economy**

Panelists:

**Gad Levanon**, Chief Labor Market Economist, **The Conference Board**

**Casey Dugan**, Master Innovator, IBM Cambridge Research Lab, **IBM**

**Steven Sheinberg**, General Counsel | SVP, Privacy, **Anti-Defamation League**

11:15 am – 12:00 pm

### Hype or Not?

In many sales pitches, AI is touted as a magic solution to HR issues. How can buyers know if this is true secret weapon or

sales pitch? We discuss what buyers of HR technology should be aware of, and the questions they should ask to make informed purchasing decisions.

Panelists:

**Steve Cassidy**, Chief Researcher, Future Organizations, **BT**  
**Michael Bazigos**, Senior Partner, Accenture Strategy, **Accenture**

Moderator:

**Stela Lupushor**, Program Director, **The Conference Board**

12:00 - 1:00 pm Lunch

1:00 - 1:45 pm

### Impact of AI on Coaching at AstraZeneca

This session explores how AI may be a tool to complement practice and draw insights into the effectiveness of coaching efforts across a large group. We’ll highlight AstraZeneca’s innovative work which shows that harmony between AI and humans can enhance coaching work and performance for of leaders and their teams. AstraZeneca developed an AI model to enable them to read, evaluate and provide feedback more efficiently and measure the effectiveness of their coaching methods. Impact to the organization will be discussed.

**Dr. Amy Lui Abel**, Vice President, Human Capital, **The Conference Board**

**Kevin C. Murray**, Selling & Coaching Excellence Lead, Commercial Learning Innovation Centre, **AstraZeneca Pharmaceuticals**

1:45 – 2:30 pm

### Reimagining Work in the Age of Human + Machine: How Leading Companies are Skilling for “the New”

The twin shears of demography and technology are creating first-of-a-kind changes in the workplace, and the changes are profound. AI offers a way to do certain tasks better and faster, placing a greater premium on skills related to tasks that humans excel at. Wholly new job roles are emerging, and even traditional jobs increasingly require uniquely human skills that have been trending up across every major job class over the last decade. This session will cover emerging skill trends and how companies are dealing with them, including Accenture’s newskilling initiative to rapidly progress over 200,000 of its employees from traditional skills to “the New,” in support of its growth strategy.

**Michael Bazigos**, Senior Partner, Accenture Strategy, **Accenture**

2:30 - 3:00 pm Networking Break

3:00 – 3:45 pm

### Implementing AI Solutions May Not Be Like Implementing Any Other Technology

When HR is putting new AI solutions to work, partnerships and culture change are paramount. AI implementation may not follow typical technology paths. We explore the differences and offer steps to seamless adoption.

**Ian O’Keefe**, People Analytics & HR Chief Data Office,  
**JPMorgan Chase**

**Robert D. Motion**, Director, Workforce Planning and Strategy  
Intelligence, Information and Services, **Raytheon Company**

**Stela Lupushor**, Program Director, **The Conference Board**

3:45 – 4:30 pm

### **Forget the “Future”...we’re Navigating the 'Evolution of Work' Now**

Which emerging technologies will have the biggest impact on the workforce? Hear how companies and governments around the world are assessing and predicting the impact of emerging technologies on an industrial, geographical, company, business unit, team, and individual level. Find out what practical things are needed to turn the “lifelong-learning” catch phrase into reality and how to prepare your workforce for this future state. Using real-world examples and real data, Greg Miller, co-founder and executive director of Faethm, will share what major corporates like Adobe, Mastercard & Rio Tinto plus governments in Canada, the UK & Australia are doing to re-skill their people by prioritizing the impact on people, identifying those at risk and defining the re-skilling pathway to future proof jobs.

**Greg Miller**, Co-Founder & Executive Director, **Faethm.ai**

4:30 – 5:15 pm

### **The Human Touch: HR’s Role in AI Adoption**

How do we ensure the human element is preserved and protected as we transition into the AI world? What is the role of HR in the organizational journey of this adoption? We discuss the skills that the HR function needs to ensure it can play the role of humanizer amid technological change.

**Nicola Palmarini**, MIT-IBM Watson AI Lab Program Manager |  
AI Ethics Lead, **IBM**

# REGISTRATION INFORMATION

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8:30 am – 5:30 pm ET, Monday – Friday

<b>Pricing:</b>	
<b>Members</b>	<b>\$1,035</b>
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## Location

### The Conference Board Conference Center

845 Third Avenue

(Between 51st and 52nd), 3rd Floor

New York, NY 10022

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