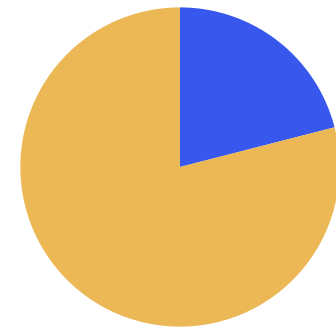# Your AI Strategy

FOR HR

HOW TO SPEAK THE LANGUAGE AND LEAD AN AI STRATEGY
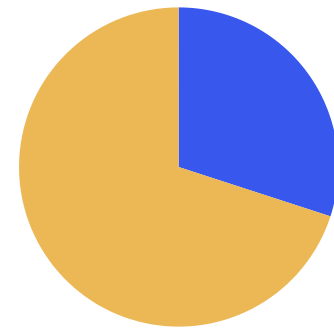
HRinsidr

The Problem

Only 21% of HR leaders are involved in the AI strategy of the organization.
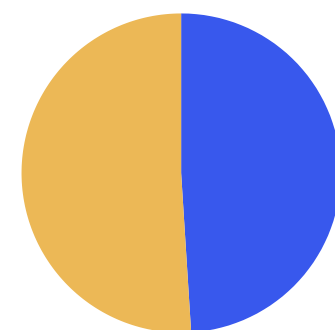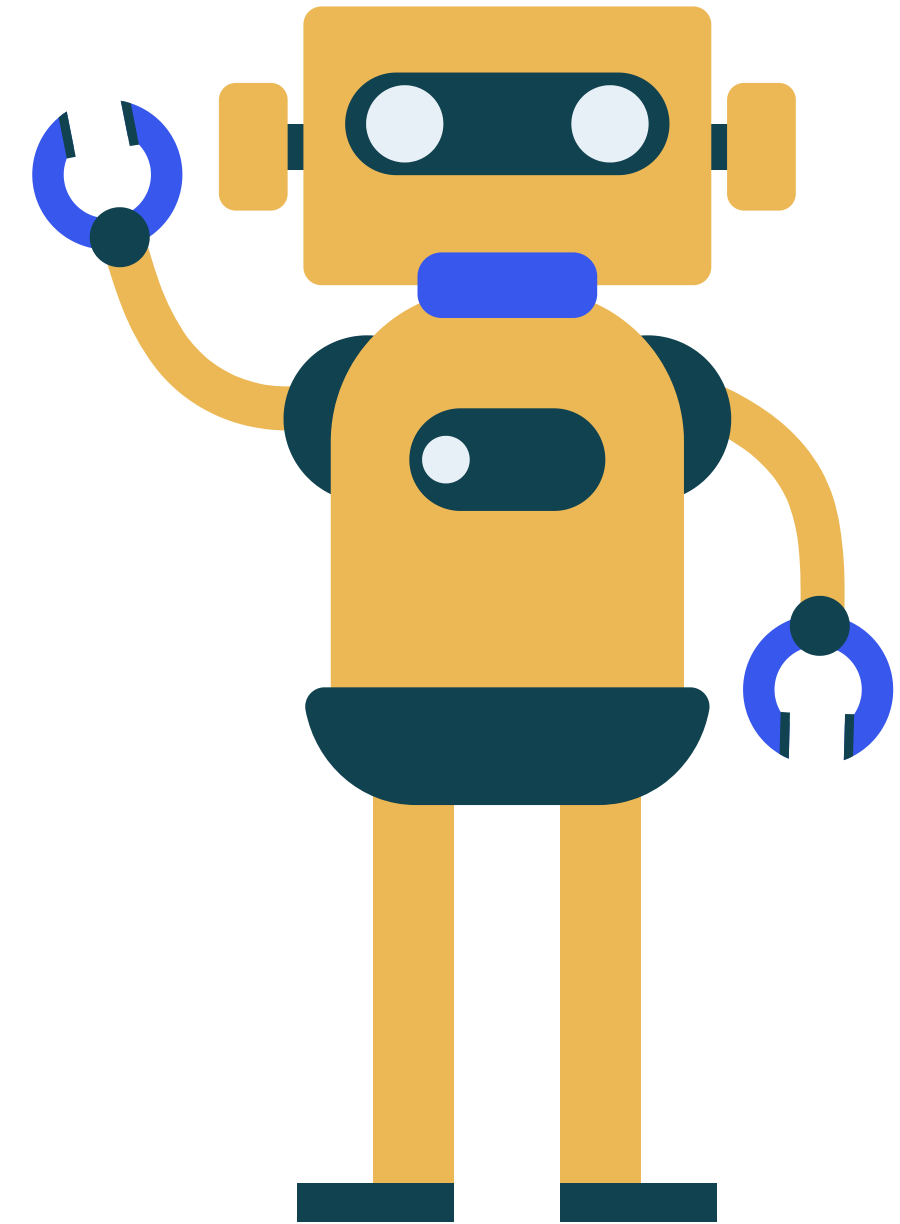
21%
Involved

30%
Moderately Involved

49%
No Involvement

"If AI is going to touch internal employees, it's going to touch HR first."

AI Strategy

Why HR?

HR has access to unstructured data, crossing all departments

AI Touches Every Part of the Company

From hiring and training to performance management and workforce planning, HR systems are the primary interface between AI tools and people.

Managing Human AI-Synergy

It is not about technology, it is about helping people succeed. HR should design strategies that enhance human capabilities and ensure AI implementation is human-centered.

Ensuring Responsible AI

HR will increasingly become the steward of internal responsible AI practices, ensuring fairness, transparency, and ethical use of AI in the workplace.

Upskilling and Reskilling

HR needs to lead the way in training employees on the new skills needed for an AI-driven future.

Building Trust and Transparency

HR can facilitate open discussions about AI's impact, demystifying it for employees and reducing fear.

The Dividing Line

Public

ChatGPT, Gemini, CoPilot, Grok3

- Brainstorming ideas
- General market research
- Learning new concepts
- Drafting internal notes (no sensitive data)
- Building general presentations

Private

Pryon, AWS, Internal Built
RAG, Custom Built

- **E: Enterprise grade** – Designed for corporate environments
- **P: Proprietary** – Your company owns it and has no public exposure or chance of data leakage
- **A: Accurate** – Provides 100% attribution for answers
- **S: Scalable** – Can handle massive amounts of data without causing latency problems
- **S: Secure** – The most important element. Your corporate data must not be used for training data or exposed to the LLM's brain.

Understanding Your Current AI Landscape

AI Touches Every Part of the Company

Download Your Planning Template

- ### What tools are already being used?

  Your employees and teams are already using AI. If leadership is unclear on their use, run an anonymous survey to find out what tools they are using and how they are using it.

- ### Do your employees understand limitations of public AI?

  Have you provided education around the limitations of public AI?

- ### Your AI policy

  Have you crafted a policy with your legal/IT compliance team? Have you scheduled regular updates to keep up with the technology and legislative advancements in AI?

AI in Decision-Making: Leadership Alignment

Take an AI Pulse

- Who is leading your internal AI efforts?
- Is your C-Suite team aligned with internal AI adoption?
- What is the sentiment from your leadership team about AI?

Determining usage

- Are your leaders using AI in their personal projects?
- Has leadership allocated time, budget, or resources to explore AI internally?

Download Your Planning Template

Ensuring Responsible AI: Ethical Transperancy

Download Your Checklist

1 **Guidelines**
Define how it should or shouldn't be used

2 **Legal and compliance**
Review policies and practices

3 **Training**
Give training on your policies (public vs. private)

4 **Assess your risk**
Are there privacy, bias or ethical risks?

5 **Define approval process**
What's the process of approval for AI tools?

① Inputting sensitive HR data or employee information

② Using it for making decisions without reviewing accuracy

③ Analyzing any proprietary company information

④ Any large-scale amount of data, data in various locations, file types or unstructured data

When is public AI

Risky?

Download Your Checklist
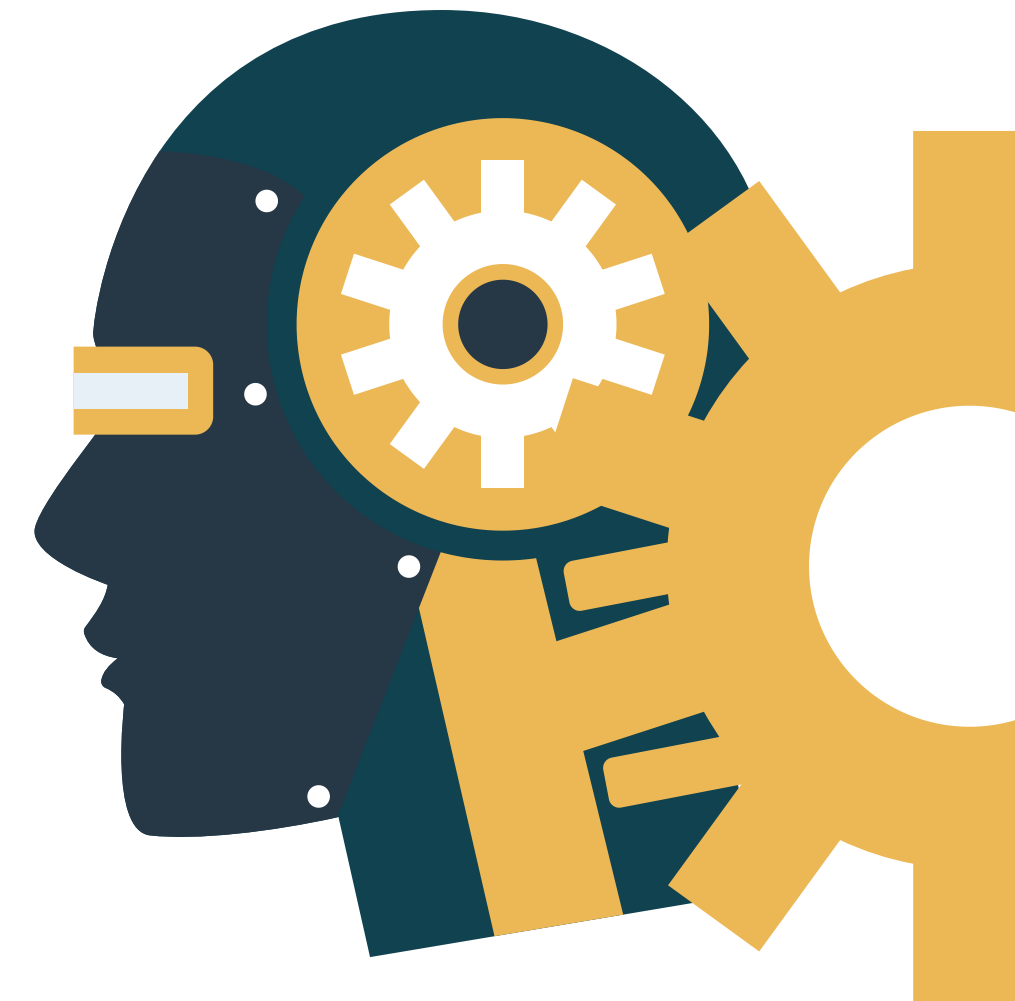
Consider

Change Management

Assess the recent change fatigue in your organization.

Do your employees feel safe to innovate? What is your culture of learning?

Have your employees resisted new technology tools in the past?

Download Your Checklist

Use Cases : Private GenAI

ChatBots

The City of Amarillo's digital human assistant, Emma, for over 200,000 residents.

Custom Search Bot

DAF DTO's Pryon-powered chatbot connects personnel and civilians with instant answers from 150,000+ pages of content—in any language.

Onboarding Plans

Private GenAI can generate role-specific onboarding plans, training modules, and compliance materials tailored to employee needs, improving engagement and retention while ensuring data security.

Learn More

From Curious to Confident: How to Lead the AI Shift in HR
Now On-Demand

▶ WATCH NOW

Richard Brasser

Led by Richard Brasser, a global AI strategist who has advised the CIA, Pentagon, Air Force, and World Economic Forum. Richard works directly with Igor Jablokov, the inventor of the technology behind Amazon's Alexa, and has led digital strategy initiatives with Microsoft, SAP, Oracle, Verizon, IBM, Bank of America, and Mercer.

He's been:

🏆 Named one of Forbes' 30 Top Entrepreneurs
🏆 Businessperson of the Year by the NRCC
🏆 Featured by Inc. Magazine as the "Face of Entrepreneurism"
🏛️ Former member of the White House Entrepreneur Advisory Council

🎙️ A returning SHRM speaker, Richard brings rare insight into what HR leaders actually need to know about AI—and how to get ahead of the curve.

Learn More

From Curious to Confident: How to Lead the AI Shift in HR. Now On-Demand.

Online Webinar

FROM CURIOUS TO CONFIDENT
LEAD THE AI SHIFT IN HR

Presented By
RICHARD BRASSER

17 JUN

Now on demand

REGISTER NOW

HR.insidr

"From Curious to Confident:
Lead the AI Shift in HR"
1 PCD/Credit Hour
Presented by Richard Brasser

Watch Now

Thank you!

Visit Us at *HRinsidr.com*