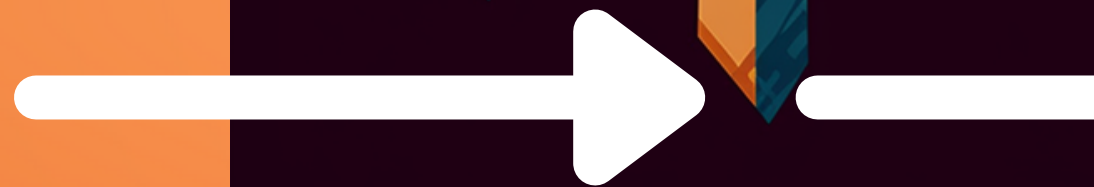


AI IN 12 MINUTES FOR EXECUTIVE SEARCH



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[NEXTPAPER.ME](https://nextpaper.me)





1/24

MOTIVATION - WHY AI?

Precision in candidate matching

Efficiency in recruitment processes

Data-driven executive assessment

AI-enhanced talent sourcing

Predictive analytics for cultural fit



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INDUSTRY

Talent Acquisition and Recruitment
Leadership Assessment
Succession Planning
Executive Coaching and Development
Compensation Benchmarking



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3/24

STRATEGIC TRENDS

AI in talent identification and assessment

Machine learning for skill and personality analysis

AI-driven market and candidate insights

Predictive modeling for leadership potential

Automation in candidate outreach and engagement

Data analytics in compensation trends

AI for diversity and inclusion in executive search

Virtual reality for immersive candidate experience

AI in succession planning strategies

Ethical AI use in executive recruitment

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WHY CHANGE?

- Accurate talent matching
- Streamlined search processes
- Enhanced candidate evaluation
- Diverse talent acquisition
- Data-informed hiring decisions

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LEADING THE CHANGE

Korn Ferry
Spencer Stuart
Egon Zehnder
Russell Reynolds Associates
Heidrick & Struggles

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DIGITAL TRANSFORMATION

AI algorithms for executive profiling
Natural Language Processing in resume analysis
Machine learning for behavioral pattern recognition
AI-driven candidate sourcing tools
Predictive analytics for role suitability
Chatbots for initial candidate screening
AI in executive career trajectory prediction
Data analytics for industry-specific talent mapping
Automation in executive search administration
AI in global talent market scanning

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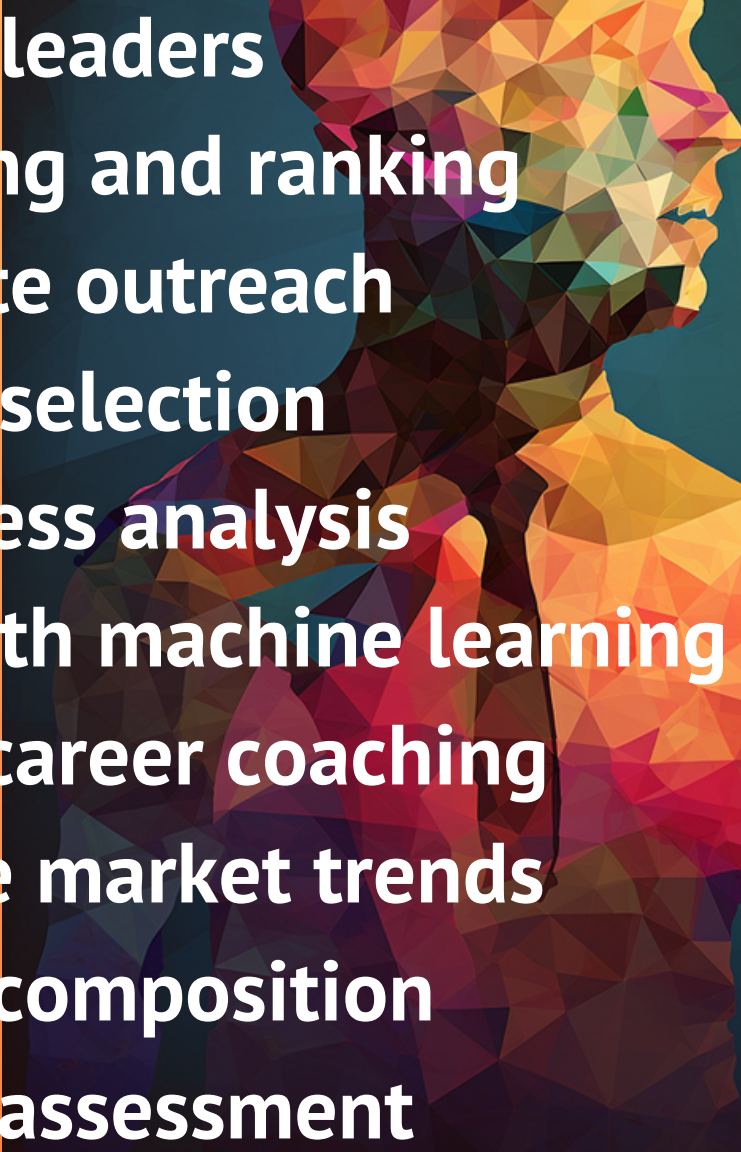


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AI DISRUPTION



AI in identifying high-potential leaders
Automated candidate shortlisting and ranking
Personalized AI-driven candidate outreach
AI tools for unbiased executive selection
Predictive AI in leadership success analysis
Enhanced talent intelligence with machine learning
AI-driven insights in executive career coaching
Real-time analytics in executive market trends
AI for strategic executive team composition
Machine learning in cultural fit assessment

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GREAT EXAMPLES OF AI

Korn Ferry's AI in leadership assessment

Spencer Stuart's AI-driven candidate analytics

Egon Zehnder's AI tools for executive insights

Russell Reynolds' AI in candidate evaluation

Heidrick & Struggles' AI in talent mapping

LinkedIn's AI for executive networking and search

Gloat's AI in career pathing for executives

HireVue's AI-driven video interviewing for executives

Entelo's AI for diverse executive talent sourcing

Pymetrics' AI in unbiased executive selection

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ECOSYSTEM REQUIREMENTS

Advanced AI and data analytics technologies
Collaboration between executive search firms and
AI developers
Training in AI tools and ethical considerations
Data privacy and security standards
Industry-specific knowledge for AI application

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AI  SUSTAINABILITY



Efficient executive search reducing resource use

AI-driven strategies for diverse leadership

Sustainable leadership development with AI insights

Data-informed executive hiring promoting company longevity

Ethical AI use supporting responsible governance

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NEW RISKS - ETHICAL, LEGAL, SOCIAL



AI biases in executive selection
Privacy concerns in candidate data analysis
Over-reliance on AI in critical hiring decisions
Ethical challenges in AI-driven assessments
Cybersecurity risks in executive data management

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AI MISUSE EXAMPLES

AI manipulation in candidate profiling

Misuse of data in executive market analysis

AI-driven biases affecting diversity in hiring

Over-automation impacting personalized recruitment

Unauthorized use of AI in competitive intelligence



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THREE AI DILEMMAS

Balancing AI efficiency with human judgment in executive search?

Ensuring fairness in AI-driven candidate evaluation?

AI's role in shaping organizational leadership diversity?



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ORGANIZATIONAL REQUIREMENTS



Strategic AI adoption in recruitment processes
Ethical standards for AI in executive search
Continuous training in AI and leadership trends
Strong focus on data integrity and security
Collaborative approach to technology in talent acquisition

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STEP BY STEP APPLICATION

Identify AI applications in executive search

Implement AI tools for talent sourcing and assessment

Train search consultants in AI ethics and functionality

Integrate AI in candidate engagement and evaluation

Evaluate AI impact and refine search strategies

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BEST PRACTICES

Ethical and transparent AI use

AI complementing human expertise

Continuous AI tool evaluation and adaptation

Focus on AI for unbiased and diverse hiring

Emphasizing data security in AI applications



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17/24 AI TOOLS & MODELS



Predictive models for leadership success
AI algorithms for skill and experience matching
Machine learning in behavioral analysis
Data analytics for executive industry trends
Neural networks for candidate engagement strategies

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18/24 USEFUL DIGITAL TWINS

Digital twins of leadership teams for planning
Virtual models of executive career paths
AI simulations for leadership development scenarios
Digital replicas of global talent pools
Virtual reality environments for candidate assessment

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19/24 COOL NORWEGIAN CASES

Mercuri Urval
Visindi
Boyden
Stanton Chase Oslo
Headvisor



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20/24

GLOBAL LEADERS

United States (Executive search and AI integration)

United Kingdom (Diverse talent market with advanced AI applications)

Germany (Leadership consulting and AI tools)

China (Growing executive search market with AI adoption)

Scandinavia (Pioneering in ethical and sustainable executive search)

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FUTURE JOBS

AI specialists in talent acquisition

Data analysts for executive search

AI-driven leadership development coaches

Ethical AI advisors in recruitment

Technology integration consultants for
search firms

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THE FUTURE OF AI

Advanced AI in global executive networking
AI-driven innovations in leadership assessment
Personalized AI tools for executive career development
Enhanced AI in diverse and inclusive talent sourcing
Integration of AI in all facets of executive search

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RECOMMENDED READING

"Who: The A Method for Hiring" by Geoff Smart and Randy Street

"The Future of Work: Robots, AI, and Automation" by Darrell M. West

"Talent Wins: The New Playbook for Putting People First" by Ram Charan, Dominic Barton, and Dennis Carey

"Executive Recruiting for Dummies" by David E. Perry and Mark J. Haluska

"AI for Recruiting: A definitive guide for HR professionals" by Ji-A Min

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GOOD TED TALKS



"The future of work" by Martin Ford

"How to get serious about diversity and inclusion in the workplace" by Janet Stovall

"Why the best hire might not have the perfect resume" by Regina Hartley

"The workforce crisis of 2030 – and how to start solving it now" by Rainer Strack

"What makes us feel good about our work?" by Dan Ariely

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**WHAT WOULD
YOU ADD?**

LET ME KNOW!



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