

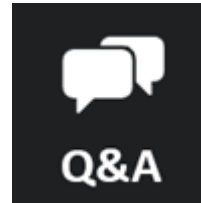
# **AI & TALENT MANAGEMENT: PRACTICAL APPLICATIONS & FUTURE DIRECTIONS**

## **SESSION 4: PERFORMANCE MANAGEMENT**

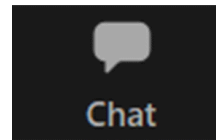
Bradford S. Bell

William J. Conaty Professor of Strategic Human Resources and  
Academic Director, CAHRS

# HOW TO PARTICIPATE IN TODAY'S CAHRSCAST



Submit your questions to the presenter throughout today's session via the Q&A feature.

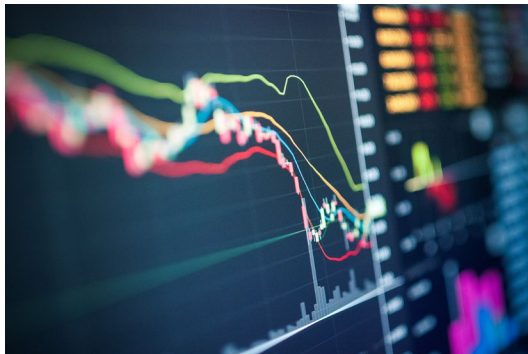


Share your reactions and experiences with other attendees using the Chat feature.

# **PRACTICAL APPLICATIONS**

# HOW AI CAN SUPPORT PERFORMANCE MANAGEMENT

- Streamlining the PM process for employees and managers



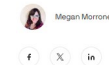
Aggregating multiple data sources to generate recommendations



Summarizing multiple, disparate sources of qualitative data

Feb 12, 2024 - Technology

Managers, employees turn to ChatGPT to write performance reviews



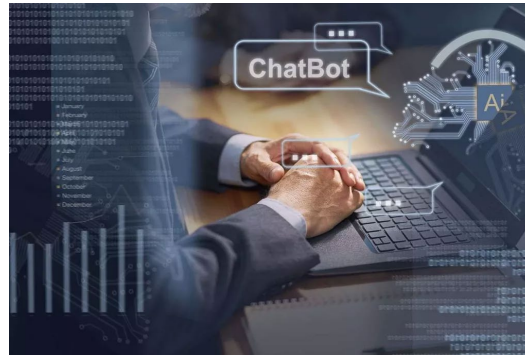
Writing performance reviews, self reviews, and development plans

# HOW AI CAN SUPPORT PERFORMANCE MANAGEMENT

- Streamlining the PM process for employees and managers
- Supporting real-time feedback and coaching for employees



Freeing up time for managers to spend on “higher value” aspects of PM



Using chatbots and virtual assistants to provide on-demand feedback and coaching

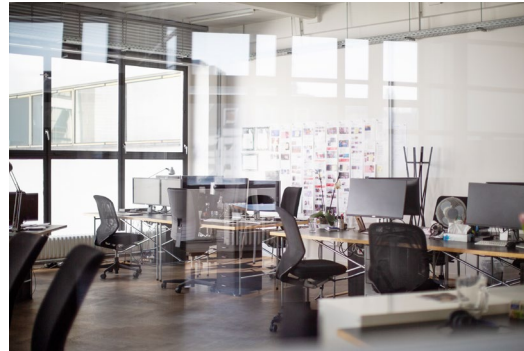


Analyzing data to generate real-time, personalized employee insights

# HOW PERFORMANCE MANAGEMENT CAN SUPPORT THE AI “REVOLUTION”



Assessing and developing  
the skills needed to work  
with AI



Redesigning jobs and tasks

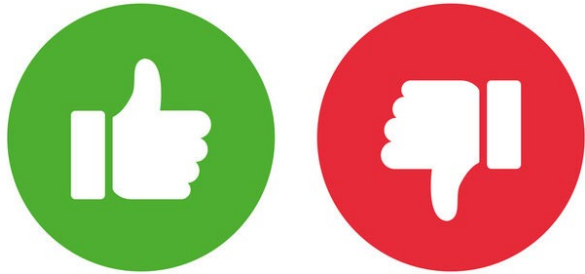


Supporting employee  
motivation and well-being

# **FUTURE DIRECTIONS**

# WHAT TO KEEP AN EYE ON

- How AI can support performance management



How will employees and managers react?



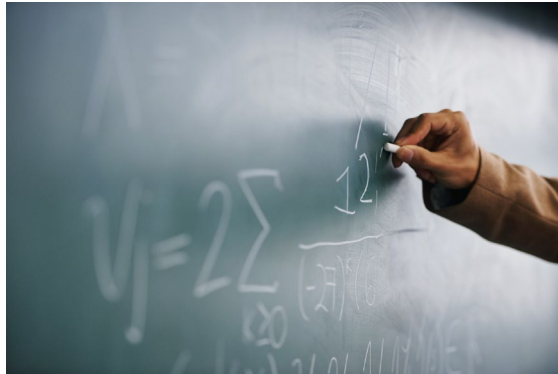
What are the implications for accuracy, validity, bias, and ethicality?



What role should human judgment and accountability play in PM?

# WHAT TO KEEP AN EYE ON

- How AI can support performance management
- How performance management can support the AI “revolution”



How will the use of AI influence the development of critical competencies?



How will AI-enabled work influence employee motivation and wellbeing?



If AI frees up employee time, how should it be allocated?

**QUESTIONS?**

## UPCOMING CAHRS EVENTS

### CAHRS Transformation Working Group | Managing Change in Today's World

- June 18, 2024: 12:00pm (ET)

**View and register for CAHRS events at  
[ilr.cornell.edu/cahrs](https://ilr.cornell.edu/cahrs)**

**New events for Fall 2024 will be added soon**

# THANK YOU

Learn more at: [ilr.cornell.edu/cahrs](http://ilr.cornell.edu/cahrs)