TRUENORTH
HR CONSULTING

AI IN HR: WHAT LEADERS NEED TO KNOW

"What if your next HR decision was made by an algorithm?"

AI isn't science fiction—it's already working behind the scenes in your HR processes.

Where AI is showing up:

- Resume screening video interviews
- Compensation analysis (Pay benchmaking, equity models
- Performance tracking and reviews
- Sentiment analysis and employee surveys

AI brings efficiency, but also serious ethical and legal questions. Let's dive into what leaders need to know.

In this presentation, we'll cover:

- Bias & Fairness
- Legal & Compliance Risks
- Privacy & Surveillance
- Jobs & Workforce Planning

A. Bias & Fairness

- Hiring: Algorithms may favour certain schools or genders
- Promotions & pay equity: Patterns in biased data carry forward

Action steps:

- Audit algorithms and data sets
- Keep humans in the loop
- Use diverse data and regular fairness reviews

B. Compliance & Legal Risks

Key Legal Considerations (in Canada):
- Human Rights (resume screening, assessments)
- Ontario Pay Equity Act (AI comp tools must align with legislation)
- PIPEDA (transparency in how data is collected and used)

Action Steps:
- Legal review before rolling out AI tools
- Keep a compliance checklist tied to legislation
- Partner with legal and DEI experts

C. Privacy & Surveillance

Employee concerns:

- AI that tracks mouse movement, keystrokes, or sentiment
- Feels like micromanagement vs. empowerment

Surveillance erodes trust. Employees feel watched, not supported

Action steps:

- Be transparent about AI's purpose and instances of use
- Use it to enable people, not monitor them.
- Build policy with employee input

D. AI's Impact on Jobs & Workforce Planning

It isn't just automation, it's *transformation*

- Repetitive tasks are vanishing
- Strategic, creative, and emotional skills are in demand

Your role as HR:

- Upskill your team for a blended AI-human future
- Make AI literacy part of onboarding and ongoing development

Action steps:

- Create learning paths for digital skills
- Position AI as a "co-pilot," not a replacement

What can HR leaders do NOW?:

Here's a practical playbook:

- Audit AI tools before rollout
- Communicate AI use with honesty and clarity
- Develop an AI Ethics Policy
- Keep Humans central to decisions
- Train your people for the future of work

Thank you!

For leading with empathy, ethics, and accountability in the age of AI.

Find us as True North HR:
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