

talente

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# The Future of HR: AI-powered Career and HR Assistant

# Table of Contents

<b>Introducing Talente: Innovative Career and HR Services Platform</b>	<b>3</b>
Trends in Human Capital Management	3
Employee Experience (EX)	3
Diversity, Equity, and Inclusion (DEI)	4
Corporate Social Responsibility (CSR)	4
Empowering HR Through Strategic Automation	4
<b>Transforming HR Management with Smart Automation</b>	<b>5</b>
Personalized On-Demand Support	5
Unique Features	5
Seamless Integration with Existing Systems	5
Transforming HR with Dynamic, Inclusive, and Efficient AI-Driven Solutions	6
Ensuring Robust Governance, Agility, and Innovation in HR Management	6
<b>Conclusion</b>	<b>6</b>
<b>Our Leadership</b>	<b>7</b>
<b>Contact Us</b>	<b>8</b>



## Introducing Talente: Innovative Career and HR Services Platform

In response to an increasing demand for greater efficiencies and economies of scale across HR functions, Talente is developing a groundbreaking AI-Assistant to close the gap between traditional HRIS and ATS platforms and personalized, tailored career and HR assistance.

Introducing Tasha - a generative AI-Assistant that uses patent-pending LLM and NLP to optimize HR processes. With Tasha, Talente aims to mitigate the high cost and administrative redundancies in HR functions like talent acquisition, onboarding, benefits enrollment, employee engagement, and payroll processes by leveraging AI to increase adoption of technology across Career and HR service centers as well as chart pathways for new possibilities.

### **Trends in Human Capital Management**

The HR landscape is evolving, driven by technology, changing workforce demographics, and business needs.

Technologically, generative AI and automation are transforming HR by streamlining tasks, enhancing decision-making, and providing deeper workforce analytics. AI-driven tools improve recruitment, performance management, and employee engagement by automating routine tasks and offering data-driven insights.

### **Employee Experience (EX)**

Successful companies that outpace their rivals understand the importance of placing employees at the heart of their organizations. They create positive working environments, which empower their teams to perform and grow by investing in the overall employee experience (EX). Evidence shows that these firms not only realize higher levels of productivity but also sustain positive cultures, increased profit trajectories, and potential for net growth.



Employee Experience (EX) is crucial as a positive work environment boosts productivity and retention. Talente partners with career professionals and HR to develop personalized career journeys, on-demand HR assistance, predictive data-analytics, and more.

Data analytics is vital for HR decision-making to hire and retain top talent, develop retention strategies, and enhance diversity and inclusion initiatives. By leveraging data, HR can make informed decisions that improves workforce management and the employee experience.

### **Diversity, Equity, and Inclusion (DEI)**

Diversity, Equity, and Inclusion (DEI) initiatives are critical for fostering an inclusive workplace. 90% of companies using AI in HR report improved decision-making capabilities regarding DEI. Artificial intelligence helps HR recognize bias in hiring by anonymizing resumes, analyzing large datasets for biased patterns, evaluating interview language and behavior objectively, and using predictive analytics to focus on qualifications and performance metrics. Our technology adapts to the accelerated shift to remote work and digital transformation, ensuring inclusive remote onboarding and

continuous support for a diverse workforce. Talente's AI integration empowers organizations to create a more equitable and inclusive environment, driving meaningful change in DEI initiatives.

### **Corporate Social Responsibility (CSR)**

Today's gig economy demands strategies for supporting independent contractors and meeting CSR goals. Talente enhances the experience of freelance and contract workers with on-demand fractional HR support, promoting fair treatment, sustainability, and social responsibility, ultimately boosting satisfaction, productivity, and corporate reputation.

### **Empowering HR Through Strategic Automation**

For HR to become a strategic force within enterprises, it must reduce costs by automating non-core tasks such as repetitive processes and certain functions of payroll and benefits administration through employee self-service. Automation frees HR teams so they can focus on strategic workforce management, ultimately enhancing the employee experience and boosting productivity.



# Transforming HR Management with Smart Innovation

## Elevate Employee Experience with Personalized On-Demand Support

Talente revolutionizes career and HR management with proprietary AI-powered tools, leveraging large language models and natural language processing to seamlessly automate performance reviews, analyze engagement data, and predict retention issues. Unlike ADP, Monday, BambooHR, and Oracle, Talente offers personalized on-demand HR support, specifically enhancing the gig and contract worker experience. By driving sustainability and fair treatment, Talente boosts productivity, strengthens employer branding, and transforms the employee journey with unmatched efficiency and innovation.

## Unique Features of Tasha

### On-Demand HR Assistance:

Offers 24/7 support for HR queries and tasks, providing instant answers and solutions, unlike traditional HRIS platforms which often require human intervention.

### Time Tracking Management:

Streamline the process of managing time tracking, and submitting and approving paid time off (PTO) requests, reducing administrative overhead and enhancing the employee experience.



### Automated Compliance Monitoring:

Ensures HR practices adhere to ever-changing regulations by automatically updating and enforcing compliance policies.

### Real-Time Employee Sentiment Analysis:

Continuously monitors and analyzes employee feedback and engagement levels using NLP to provide actionable insights.

## Seamless Integration with Existing Systems

One of Tasha's key strengths is her ability to seamlessly integrate with your current Human Resource Information Systems (HRIS) and Applicant Tracking Systems (ATS). There is no need to change your existing vendor. Tasha connects effortlessly with popular platforms such as ADP, BambooHR, Ceredian Dayforce, SAP SuccessFactors, Workday, Slack, Calendly, and more. This ensures a smooth onboarding process, allowing you to leverage Tasha's capabilities without disrupting your current systems.

## Impact of AI on HR

### Gartner

By 2024, AI-driven automation will reduce the need for human intervention in HR tasks by up to **30%**, significantly improving efficiency.

Gartner

### TechCrunch

Companies implementing AI in HR functions have seen a **35%** increase in decision-making speed and a **20%** improvement in employee engagement.

 TechCrunch

### SHRM (Society for Human Resource Management):

**60%** of HR professionals believe AI will become a standard tool in their HR practices within the next five years.

 SHRM  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

### Forbes

Organizations using AI in their recruitment processes have reduced time-to-hire by **40%**, enhancing their ability to attract top talent quickly.

Forbes

## Transforming HR with Dynamic, Inclusive, and Efficient AI-Driven Solutions

The future of HR is unmistakably moving towards automation. AI-driven technologies are transforming HR by streamlining tasks, reducing bias, and improving decision-making. These advancements automate everything from resume screening to employee engagement, performance evaluations, and compliance tracking, leading to increased efficiency and inclusivity in the workplace. Talente exemplifies this shift with its cutting-edge AI capabilities, offering dynamic, automated HR solutions that surpass traditional platforms.

## Ensuring Robust Governance, Agility, and Innovation in HR Management

Talente leads the way in generative AI, cloud migration, and modernization, with robust security and compliance features that will shape HRIS and ATS platforms now and in the future. By employing advanced security protocols such as data encryption, multi-factor authentication, regular security audits, and adherence to industry-specific compliance standards, Talente ensures robust governance and control while promoting agility and innovation. Organizations can rely on Talente to navigate these evolving demands, enhancing their HR capabilities with confidence and security.

## Conclusion

As the landscape of human resources continues to evolve, Talente is here to bring your people management into the AI age. With her advanced capabilities and seamless integration with existing systems, our AI-Assistant Tasha promises to elevate your employee experience, streamline HR processes, and drive your company's success. Embrace the future of HR with Talente, your AI-powered co-pilot.



# Our Leadership

Our leadership team is composed of visionary professionals dedicated to transforming the HR and Career Services landscape. We bring over 100 years of combined experience in operations, technology, finance, and business across the healthcare, technology, blockchain, education, and consulting sectors. This diverse expertise enables us to deliver unparalleled innovation to our clients.

## Executive Leadership Team



**Maureen  
Simmons, MBA**  
CEO

UC Berkeley, SC  
Johnson School of  
Management



**Chandra Katta,  
MBA**  
CFO

LSU, SC Johnson  
School of  
Management



**Michael Cheung,  
MBA**  
CTO

Cornell SC  
Johnson School of  
Management



**Abayomi Dada,  
MBA**  
COO

Cornell SC  
Johnson School of  
Management

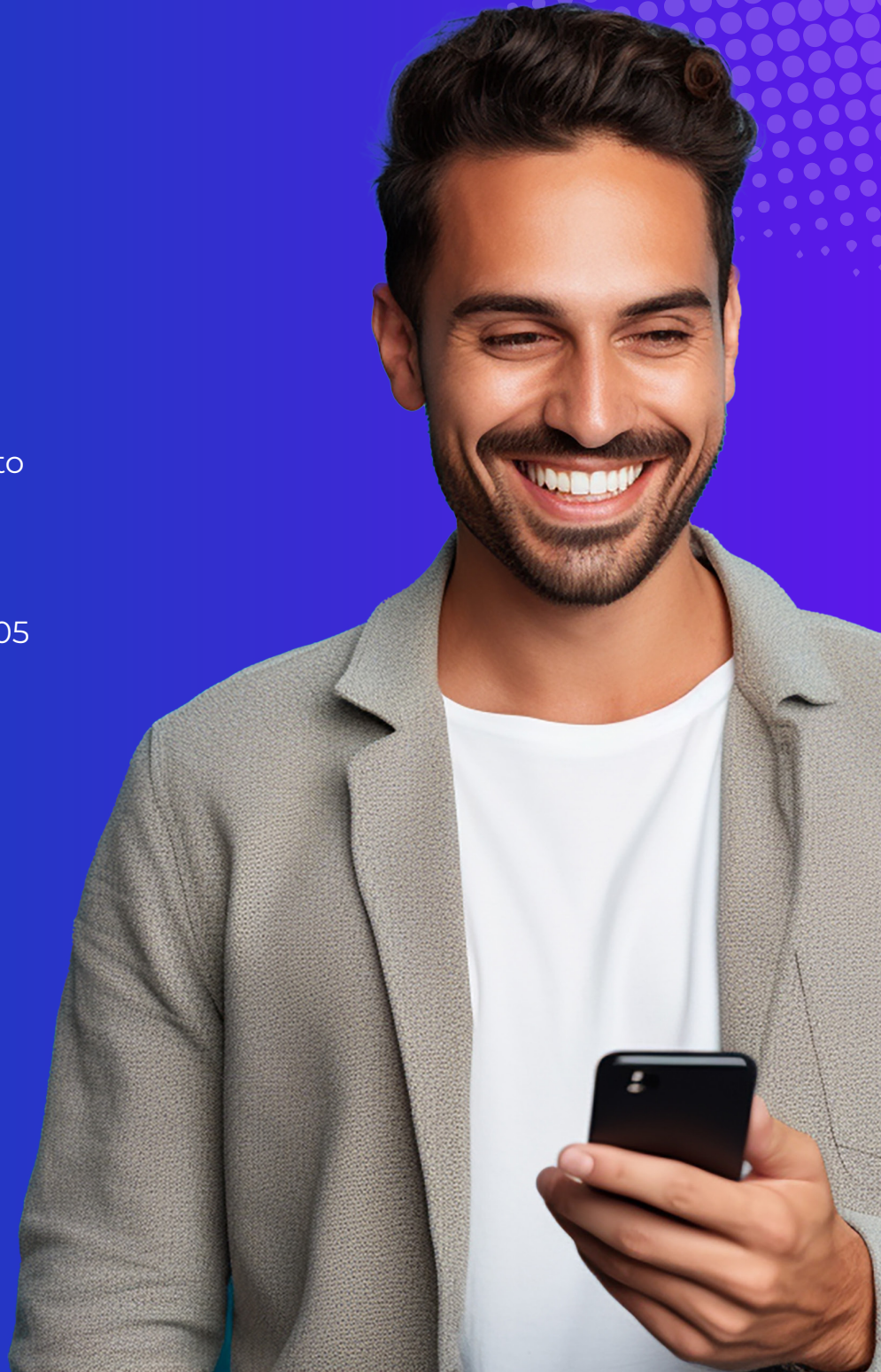


## Contact Us

Visit us online at <https://mytalente.ai> or email us at [hello@mytalente.com](mailto:hello@mytalente.com) to learn more.

### Corporate HQ:

131 Continental Drive Suite 305  
Newark, Delaware 19713  
(888) 390-5004



<https://mytalente.ai>