

# the ai Skim

## Making AI Relevant to TA Leaders

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Hi there,

Last week, I had the opportunity to attend Transform in Vegas, and to no surprise, AI was one of the hottest topics. A lot of the talk focused on two key areas related to AI:

1. AI tools are making a tangible difference
2. AI is effectively handling increasingly routine tasks

Were you at Transform too? If so, let me know what some of your biggest AI-related takeaways were.



This week, I'm sharing the biggest piece of news that has dropped since the last Skim - the EU's AI Act has officially been approved (article #1). This is the first law of its kind. I'm interested to see how this influences the rest of the world. Thus far, we've seen mentions of AI regulations from Belgium, the US, China, Brazil, and Japan.

The rest of this week's articles touch on a variety of topics - from how to work better with AI tech to an interesting experiment on which jobs will survive AI.

Hope these are helpful,

-Mark Simpson  
CEO & Founder @ Pillar



## AI Act: European Parliament Adopts Landmark Law...

Last week, Parliament approved the AI Act, which establishes obligations for AI based on its potential risks and level of impact. This is the world's first binding law on AI to reduce risks, create opportunities, combat discrimination, and bring transparency. The act bans certain AI applications that threaten citizens' rights, such as biometric categorization systems, social scoring, and AI that manipulates human behavior. It will officially become law by May or June after a few final formalities.

[Read more >](#)

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## 2

### Fearful of AI in HR? How to Work Better With the Tech...

I've mentioned this a few times, but this *HR Executive* article reiterates that AI isn't the enemy, but rather the strategy. The article offers five strategies to dispel any AI-related fears so HR can step confidently into the future alongside the technology, including...



1. Embrace continuous learning
2. Use AI as a strategic partner
3. Elevate human strengths
4. Familiarize yourself with AI
5. Adaptability is key

[Read the details >](#)

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## 3

### Which Jobs Will Survive AI?...

In this video, Tina Huang, future of work analyst, does a highly experimental exercise that breaks down reports from the International Money Fund and the World Economic Forum to see which jobs will survive the next 3-5 years. I really enjoyed watching this - she breaks things down in a super easy to listen-to way, and I liked how she used ChatGPT to

formulate her findings.

[Watch the video >](#)

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## 4

### Uncertainty Reigns As Talent Leaders Grapple With Flexibility, AI...

*"More than 50% of executives polled by Mercer expressed their belief that their businesses won't survive past 2030 without embracing AI at scale."*

This is just one of the findings from Mercer's recent global talent trends report, which polled ~12K HR professionals. Mercer noted 20 priorities for HR leaders in 2024; number 5 was "redesigning work to incorporate AI and automation." This means 40% of those polled have AI workflows on their people agenda.

[See more results >](#)

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## 5

### Is HR Ready for AI?...

In a recent survey, Valoir found that while HR has been an early adopter in many areas of AI and automation, most organizations still lack the policies, practices, and training to safely and effectively adopt AI for HR. Here are a few key findings from their study:

- The most opportunities for HR to benefit from AI today are in the areas of recruiting, learning and development, and talent management.
- Nearly 25% of organizations have adopted some form of AI for recruiting today, making it the leading area for AI adoption to date.
- HR leaders believe the main hurdles to AI adoption are lack of AI expertise (28%), fear of compliance and risk (23%), and lack of resources or funding (21%).
- Only 16% of organizations have a policy on the use of AI.

[See more findings >](#)

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