

# the ai Skim

Making AI Relevant to TA Leaders

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Hi there,

"Craziest talent war I've ever seen..."

This is a recent statement from Elon Musk. We've officially entered the great AI talent shortage - and if Elon can't find AI talent, you know there certainly is a shortage! In fact, the [Wall Street Journal](#) reported that there might be only a couple hundred people in the world with high-level qualifications and experience in training LLMs and troubleshooting new AI platforms (we're proud to have one of them as our CTO).



As TA and HR professionals, we're on the front line of this war, so we've included articles that showcase the importance of upskilling your current workforce and focusing on soft skills when hiring AI talent (article #2) and how AI is redefining roles (article #5).

The rest of this week's articles touch on a variety of topics - the talent strategies of AI innovators, advanced AI use cases, and more.

Have a great Friday,

-Mark Simpson  
CEO & Founder @ Pillar

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**1**

## HR Leaders, It's Time to Exert More Influence on AI Strategy...

In a recent survey by the Institute for Corporate Productivity, almost 60% of respondents said that HR has little to no involvement in decision-making on AI governance, and over 50% said they have little to no confidence in HR's readiness to contribute to AI strategy.

This needs to change for a simple reason. Much of the conversation around AI's impact on the organization involves changes to the workforce. The good news is that a significant percentage of companies are more advanced in their adoption of AI. This *HR Executive* article outlines the top nine talent strategies of these AI innovators.

[See the strategies >](#)

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2

## Top 10 Soft Skills Among AI Talent...

AI talent and soft skills matter more than ever, but *which* soft skills matter most when hiring or developing AI talent? LinkedIn digs into the top 10 soft skills that distinguish people in AI roles. The most distinctive soft skill among occupations with the highest AI talent share is design thinking, which is especially important when building new AI tools.

[See the skills >](#)

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3

## Business Leaders Say AI Is Already Changing Organizational Structure...

According to a recent report from Pearl Meyer, an executive compensation and leadership consultancy, that surveyed 140 organizations, 30% have added AI as an additional area of responsibility.

Companies are at different stages of AI evaluation, but many are actively making leadership decisions and talking with employees about the impact of AI on the company



and the workforce. A good number have already begun to develop their change management strategies, which is critical and should be the first priority.

[Read more >](#)

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## 4

### Advanced AI Use Cases in HR...

A recent episode of the *Redefining Work Podcast* delves into the evolving world of AI within HR with [Johannes Sundlo](#), a forefront thinker in HR tech. Johannes walks through the key AI use cases that have the potential to revolutionize traditional HR tasks - from training development to salary benchmarking to process creation and more. The conversation also addresses ethical and confidentiality considerations and the future implications of AI in HR.

[Listen to the podcast >](#)



## 5

### Research: How Different Fields Are Using GenAI to Redefine Roles...

Job crafting refers to employees adjusting their jobs to better suit what they need and what works for them. This *Harvard Business Review* article sheds light on the value of GenAI as a resource for job crafting across a variety of roles such as customer support, management consulting, professional writing, and more.

For example, in a field experiment involving more than 5,000 customer support agents working for a Fortune 500 provider of business process software, the use of GPT-4 led to increases in both productivity and job satisfaction. This study, among others outlined in the article, showcases two key insights:

1. Flexibility in the use of GenAI tools is important
2. GenAI has proven particularly valuable in closing gaps in experience and skill

[Read the research >](#)

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