



**AI, cambiando el
rumbo de RRHH**



Tendencias que afectan RRHH

The background of the slide features a collage of various icons related to human resources and business. These include a laptop with a keyboard, hands holding documents, a magnifying glass over a profile picture, a lightbulb, gears, a key, a person icon, a smartphone, a bar chart, a pie chart, and a document. The icons are in a flat design style with a color palette of blues, yellows, and greys.

Startups, Team first!



Generación millennial

Auto-didactas

Multi-tasking

Tecnológicos

Sociales

Quieren todo inmediato



THING WHATEVER COMMON WORK-LIFE AROUND BEGUN FORCED

GIG EMPLOYMENT GENERATION FLEXIBILITY

ABILITY AMBIGUOUS ALTERNATIVE WORKFORCE

MEANS INDEPENDENT DIRECTLY

CONTINGENT ENVIRONMENT

TEMPORARY

SO-CALLED REALITY WORKERS

POSITION CONTRIBUTED DECOUPLED PRESSURES

LOCATION INTUIT LEADING AMONG STAFF STUDY

SAFETY DECREASE IDEALLY DIGITAL

ECONOMY

JOBS CONTRACT PIECEWORK

HEALTH MOBILE APP

MILLENNIAL WORK

ESPAÑA

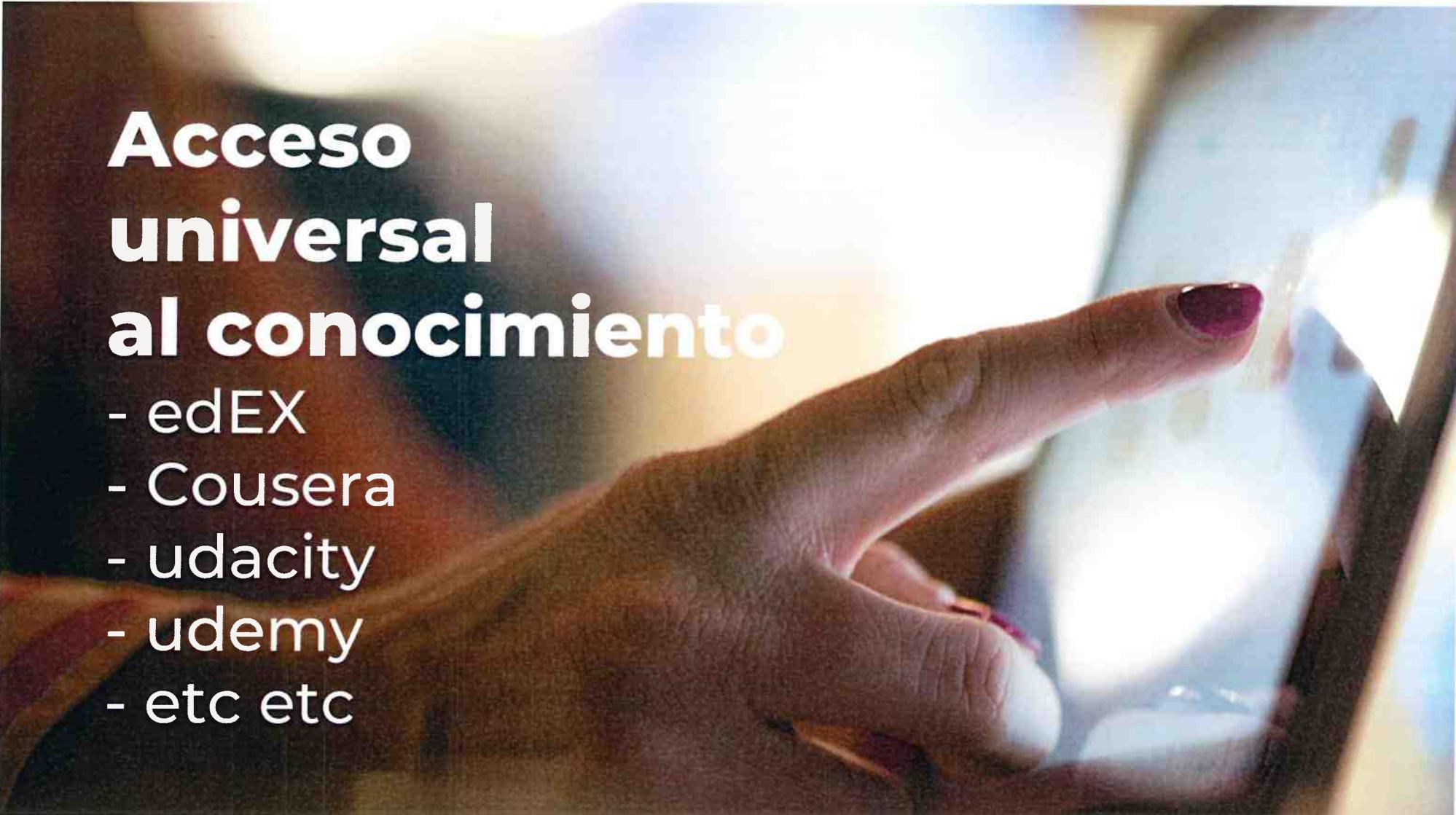
12 millones de trabajadores independientes



España > proporción de trabajadores independientes que EEUU, Francia, Alemania, Suecia y UK

Casi dos tercios de los jóvenes en España son trabajadores independientes.

Los trabajadores independientes por preferencia superan sustancialmente a los que son independientes por necesidad.



Acceso universal al conocimiento

- edEX
- Coursera
- udacity
- udemy
- etc etc

**¿Y la siguiente
generación?**



Conoce a Dawn

Una chica promedio de 25 años en un futuro no- muy-distante

Ella no sabe conducir, pero conduce todo el tiempo.

Nunca ha ido al consultorio del médico, pero visita a su médico todas las semanas.

Nunca se conecta, pero siempre está en línea.

Siempre está de compras, pero nunca en cola.

Dawn nunca ha estado "perdida".

Su camiseta está conectada a internet.

Su tatuaje desbloquea su coche.

Su gerente es un robot.

- Lippincot



**La
“inteligencia”
moldeará la
vida de las
personas**



¿Inteligencia Artificial?

ARTIFICIAL INTELLIGENCE

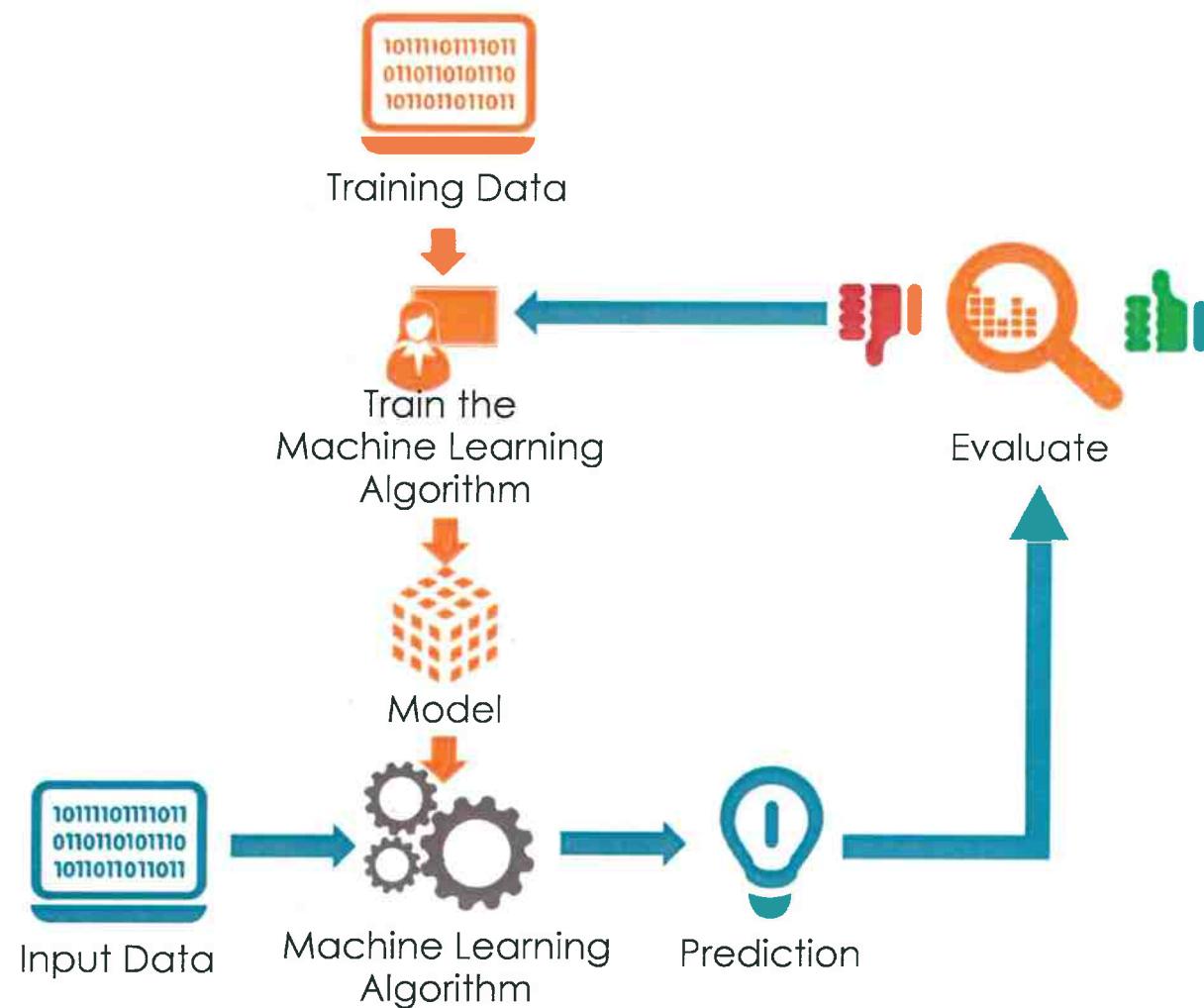
A program that can sense, reason,
act, and adapt

MACHINE LEARNING

Algorithms whose performance improve
as they are exposed to more data over time

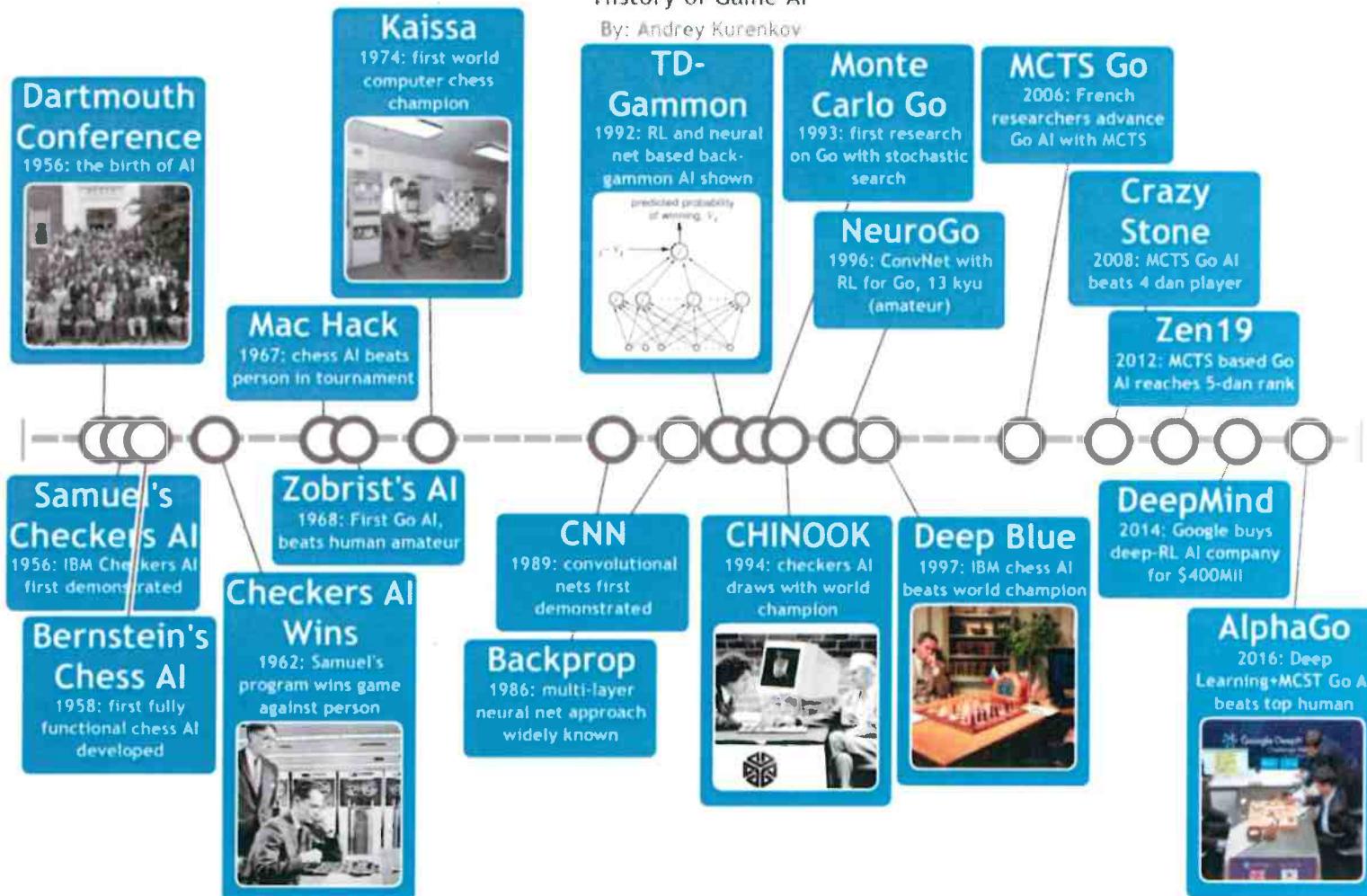
DEEP LEARNING

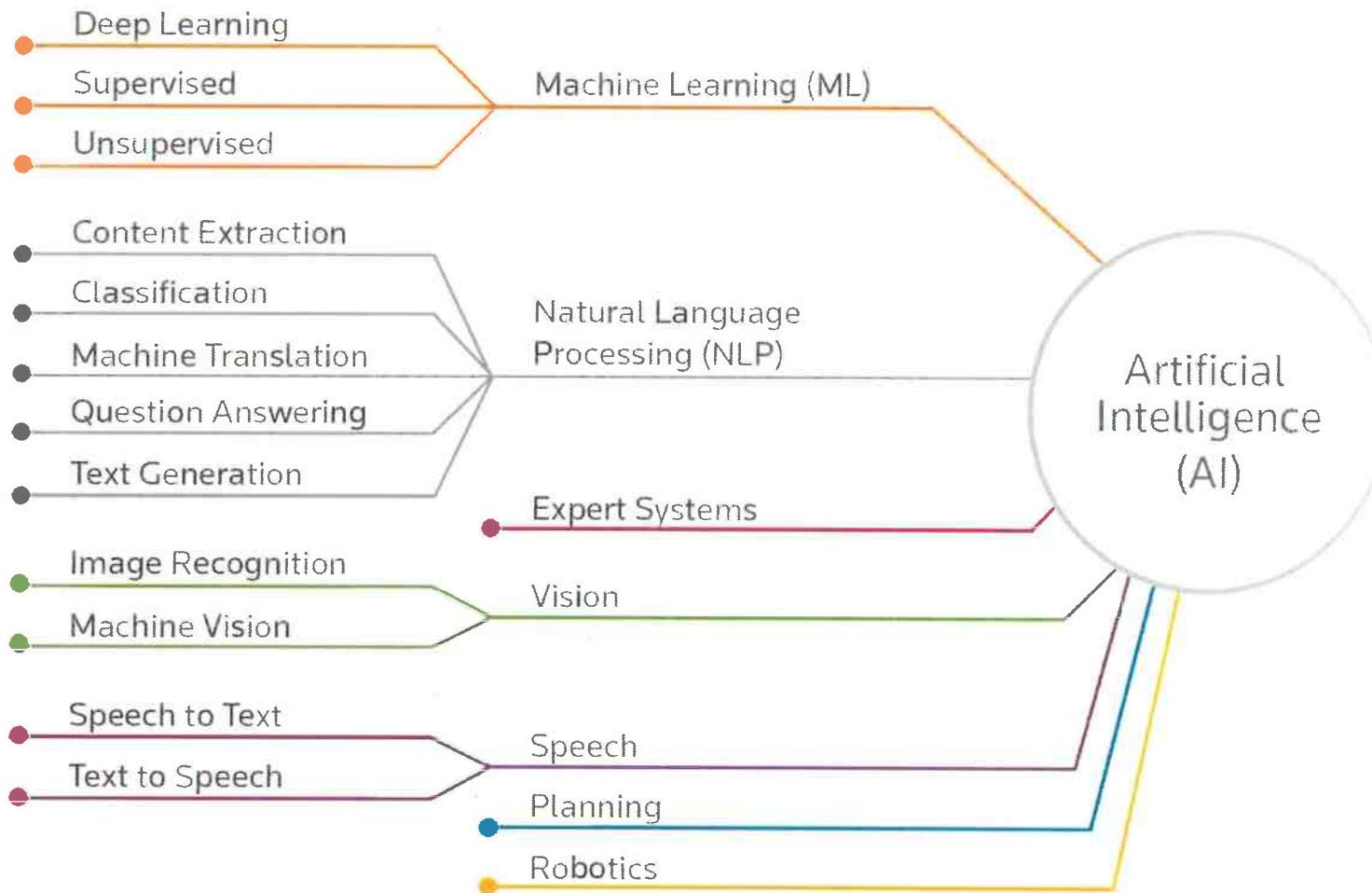
Subset of machine learning in
which multilayered neural
networks learn from
vast amounts of data

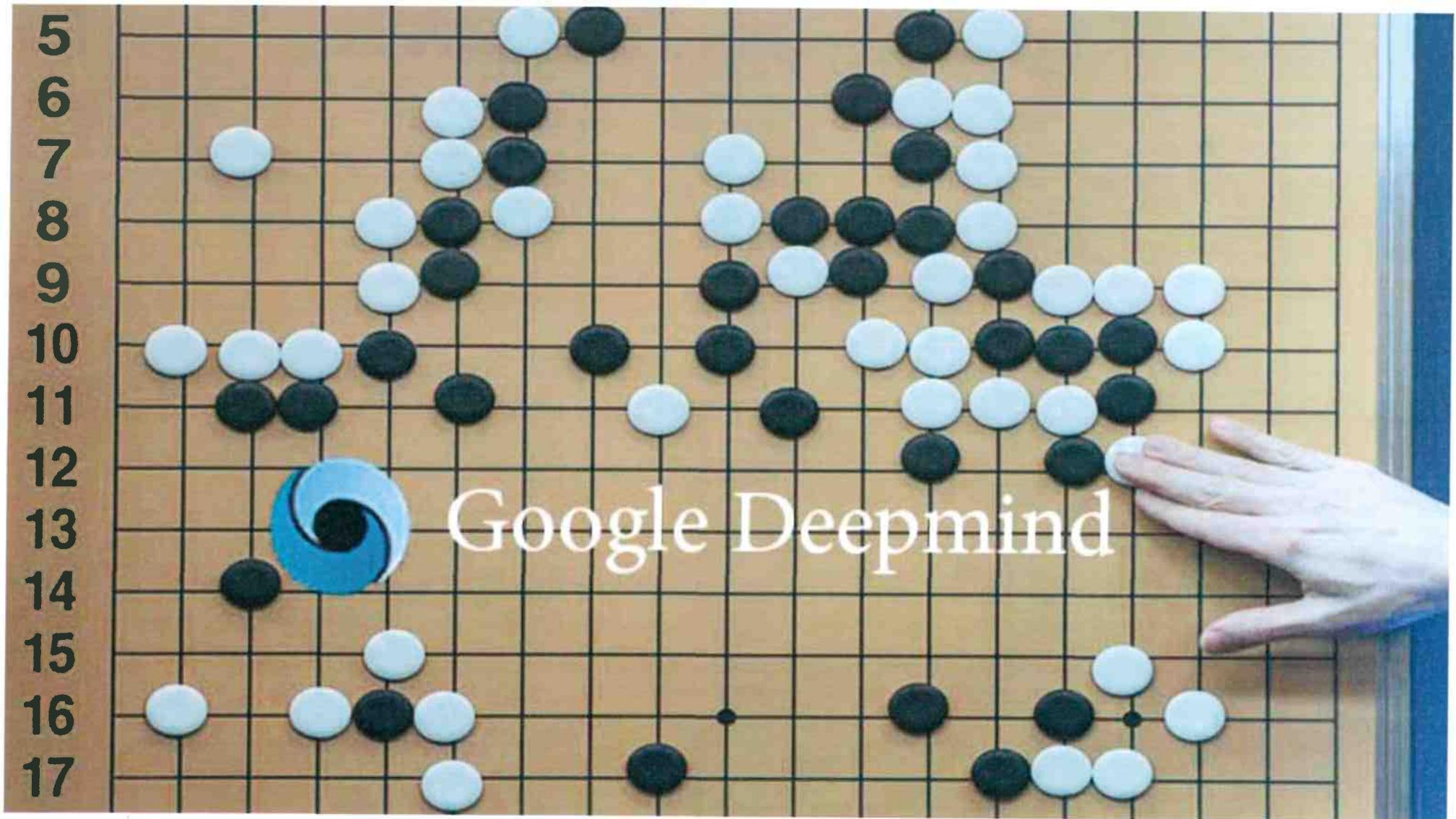


History of Game AI

By: Andrey Kurenkov

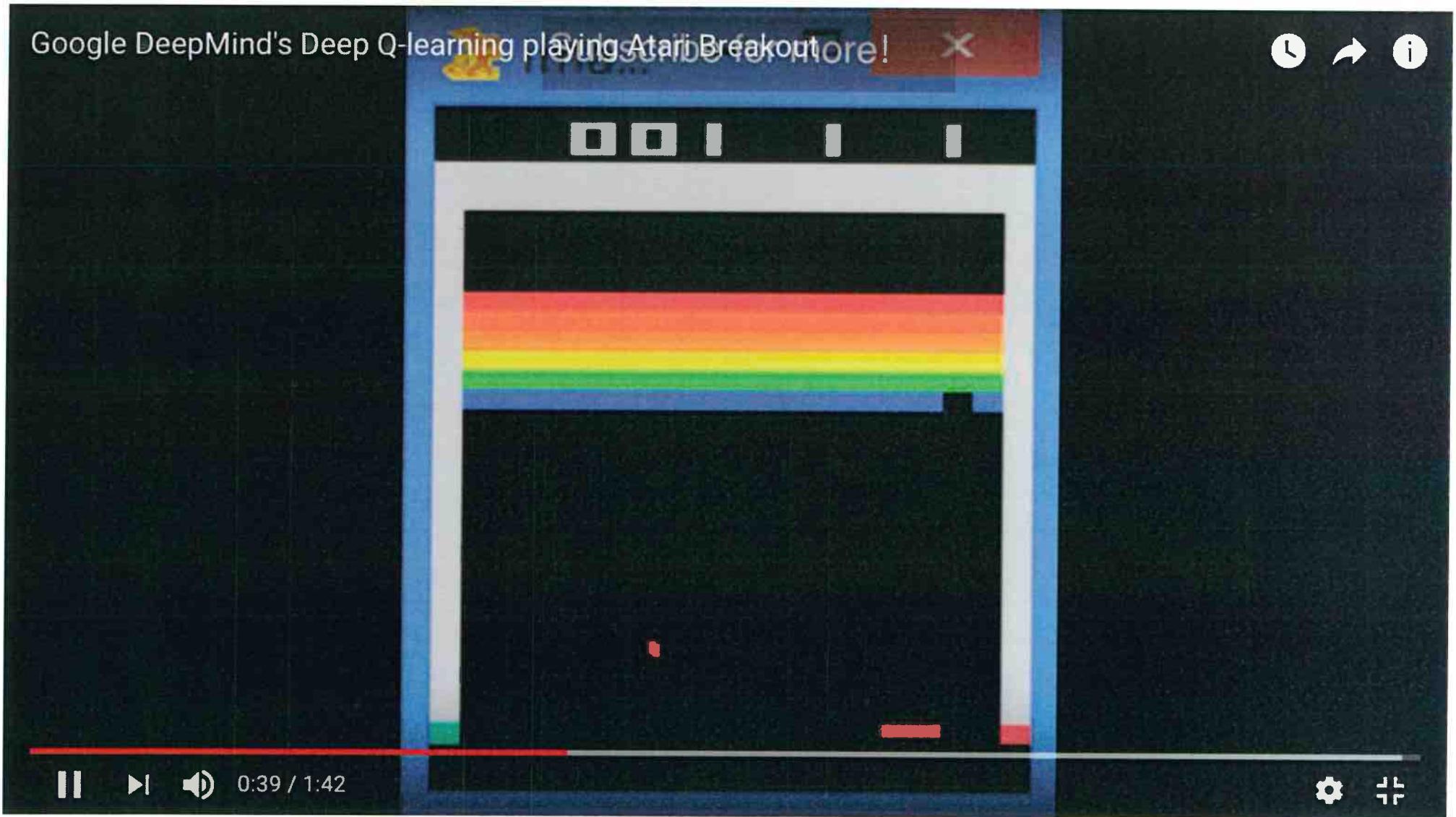






Google Deepmind



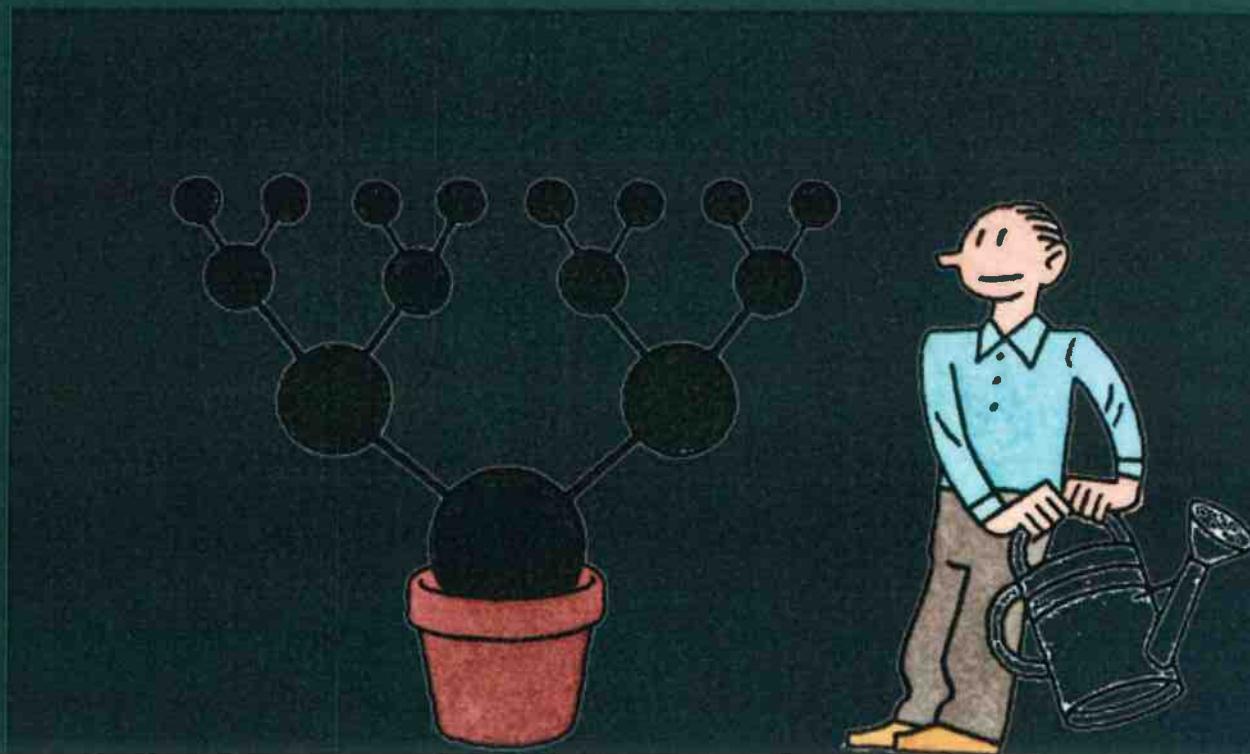




¿Qué viene
ahora?

el futuro

el nuevo paradigma es lo “inteligente”



EN EL 2020

AI will become a positive
net job motivator, creating
2.3M jobs while eliminating
only 1.8M jobs

GARTNER

PARA 2021

Early adopter brands that
redesign their websites to
support visual- and voice-search
will increase digital commerce
revenue by 30%

GARTNER

PARA 2021

**More than 50% of enterprises
will be spending more per
annum on bots and chatbot
creations than traditional
mobile app developments.**

GARTNER

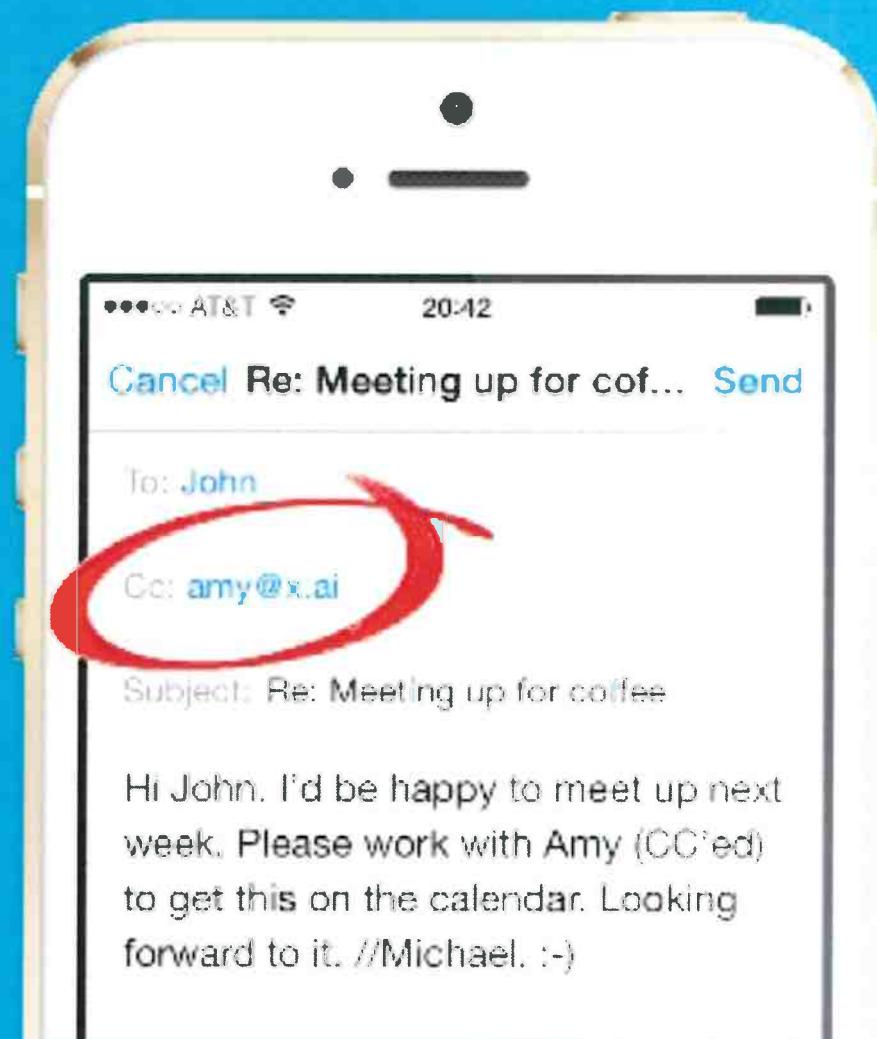
**La IA, tan real y cercano
como la complejidad**

x.ai

a personal assistant who
schedules meetings for you



DATA DRIVEN NYC NOVEMBER 2014 NEW YORK CITY

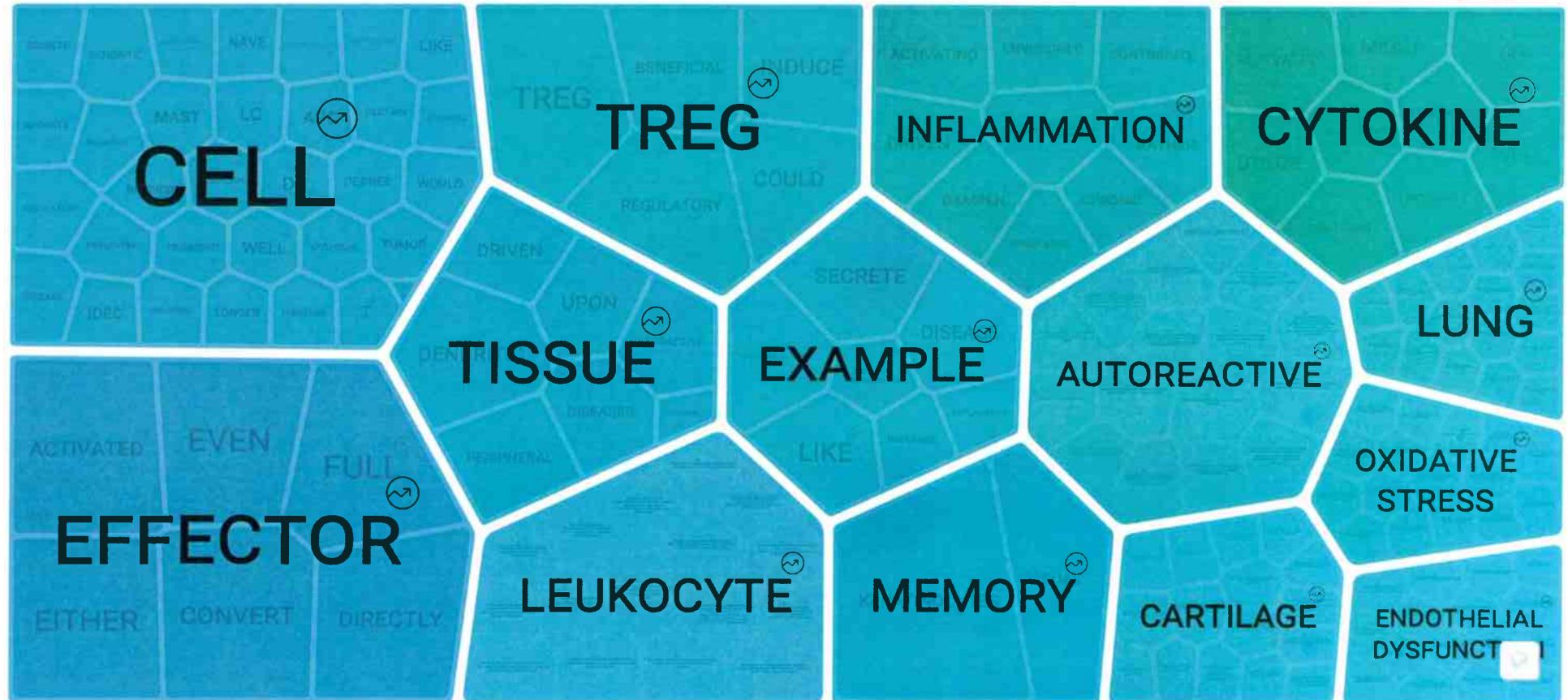


T-cell driven tissue inflammation is characterized by an abundant presence of activated effector T-cells in the tissue. These T-cells express pro-inflammatory cytokines such as IL-6, IL-17A, and TNF-α.

I've identified 1304 related papers and grouped them by concept.

FILTER ↓

ALL





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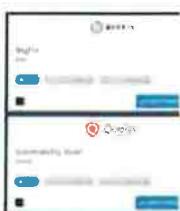
Sign in

In hiring, every word counts.

"For this position, **outside the box** thinking is a must."

Would the word **creative** work better?

Security Co
the control
Inventory?
things you



23

Textio is the **augmented writing platform** for creating **highly effective** job posts. By analyzing the **hiring outcomes** of more than 10 million job posts a month, Textio predicts the **performance** of your post and gives you real-time guidance on how to improve it.



[datasets](#)[models](#)[data retrieval tools](#)[language analysis tools](#)[machine learning tools](#)[demos](#)

data retrieval tools

engine

the source{d} engine combines data retrieval and language analysis tools for scalable pipelines that process any number of Git repositories for source code analysis

go-git

go-git is a highly extensible Git implementation in pure Go language

rovers

rovers is a service to retrieve repository URLs from multiple code repository hosting providers, similarly to a search engine crawler

Nuestra visión



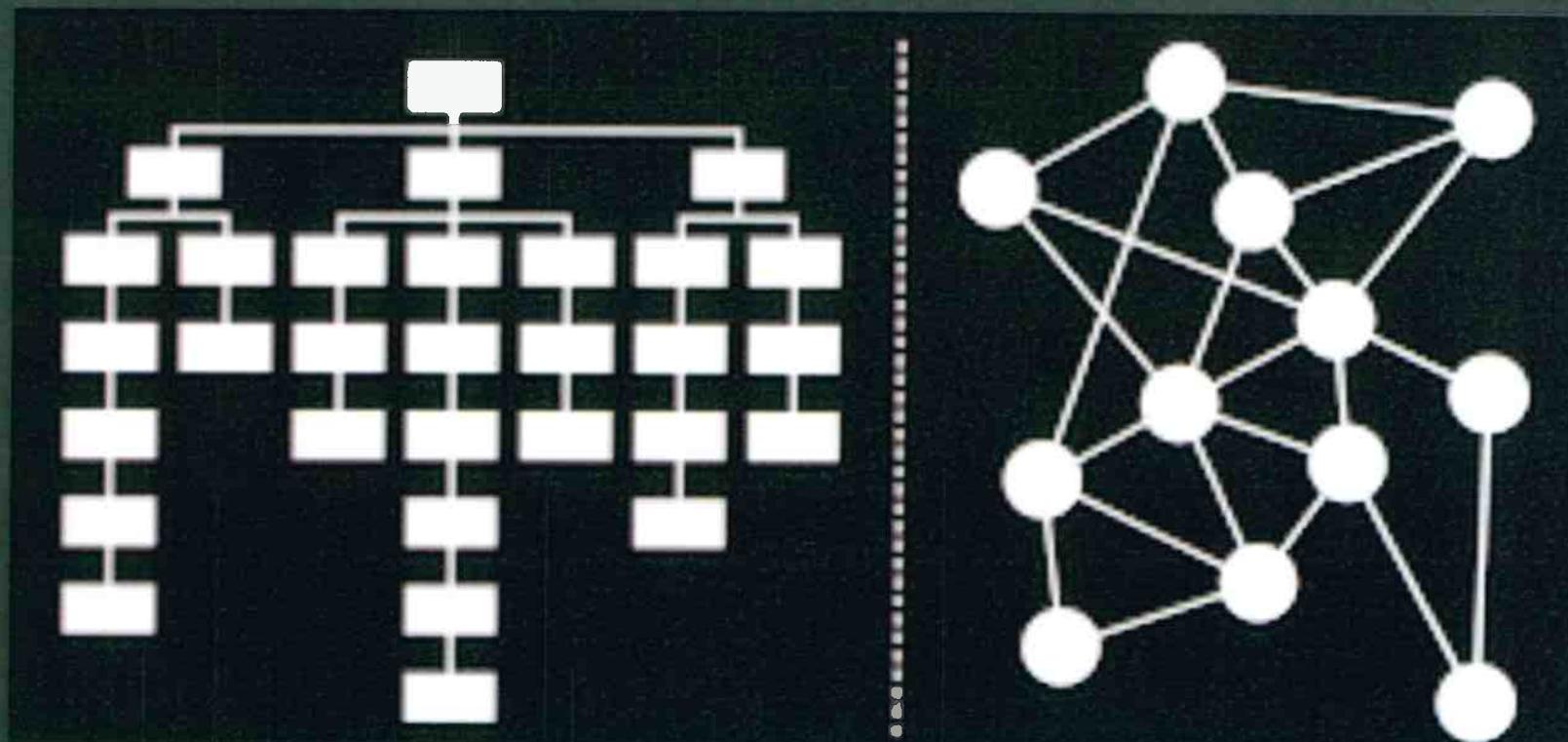
Retos RRHH

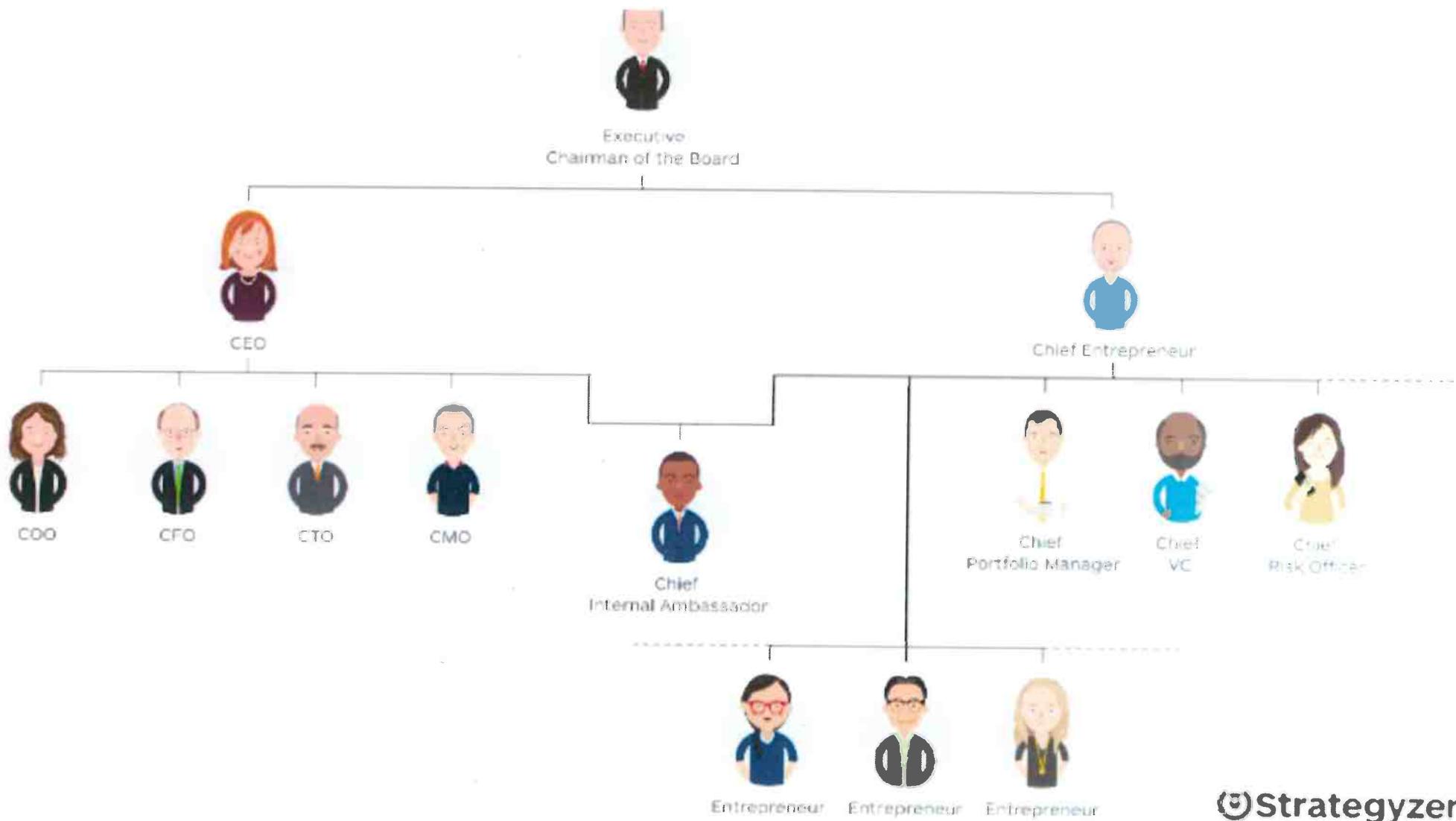
- División entre recruitment, evaluación/carrera y formación
- Rol estratégico, personas y cultura como principal activo de las empresas
- Organizaciones líquidas -> generación de comunidades abiertas
- Motivación, incentivos y employer experience
- Personalización, actualización y ciclo de vida de los trabajadores

Ciclo de vida del trabajador



Organizaciones más líquidas

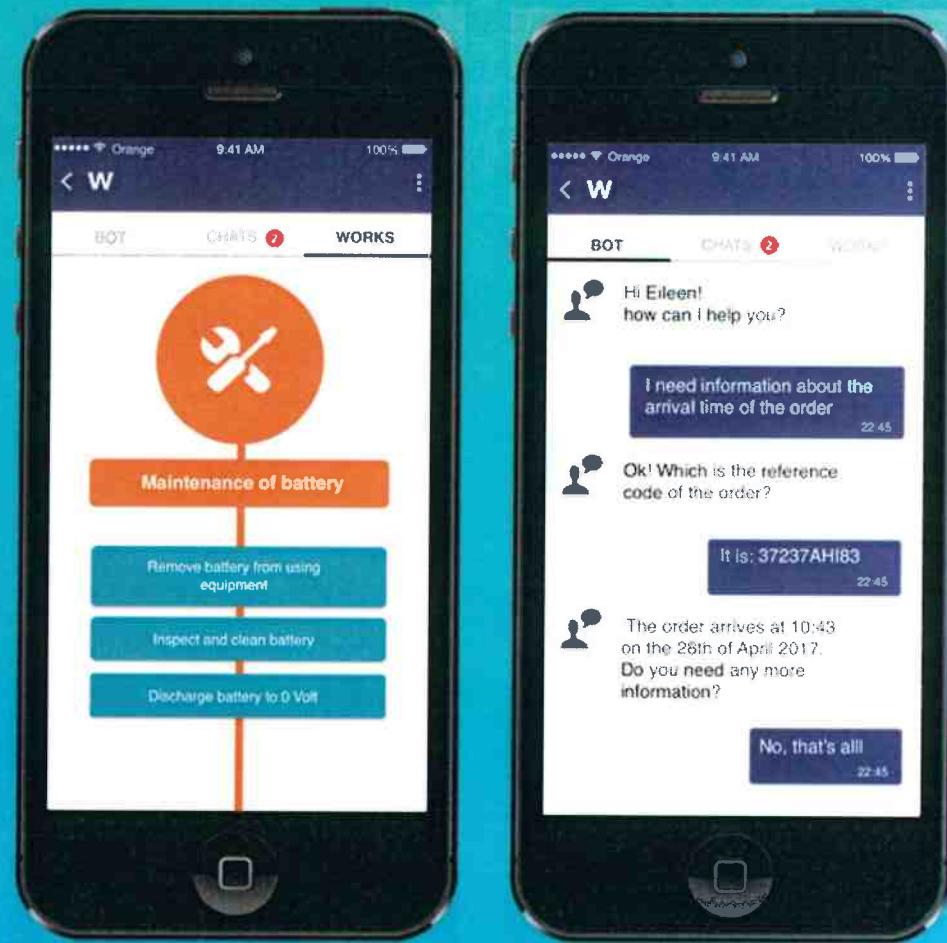




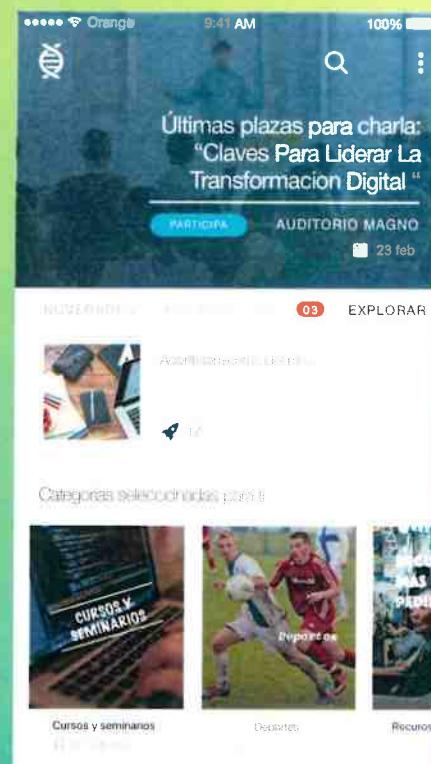
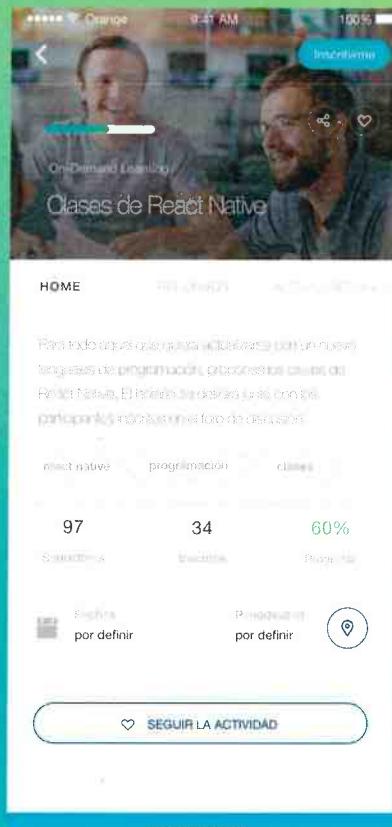
**Invitaros a explorar
con nosotros:**

WORKSBOT

Your virtual
assistant at work



LIVE PEOPLE





GRACIAS ;)

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