

C-TEN by **HR**  TODAY

CHRO

Today Executive Network

Advice. Support. Best Practices.

C-TEN Meeting

Collaborative Group Discussion

✓ Expert-led Discussion

July 10, 2025

3:00 PM ET | 12:00 PM PT

Where do we stand now with AI and Jobs?

A recent CEO survey indicated that CEOs feel under pressure from their boards to produce tangible evidence that they are able to introduce AI in ways that improve productivity, yet the survey also indicates that they do not know how to do so.

Assuming our leaders are having a similar problem, how do we address this?



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Harris Survey of CEOs – for Dataiku

*What's going
on??*

74% of CEOs think
they'll lose their job
in 2 years if they can't
show AI success

63% say their boards
want measurable AI-
results

40% say they are
involved in most all
AI-related decisions

Where is this
headed??

87% of CEOs think off-the-shelf
AI agents is good enough

35% of AI initiatives are
suspected to be "AI washing" –
just look good

94% of CEOs suspect
employees using GenAI tools —
without company approval

What's the limitation?

Anything that requires “training” or data to build an algorithm

- In other words, problems that have clear “right” and “wrong” answers
- Data that is unique to your organization

What's easier?

- Questions where data are already on the internet – basic ChatGpt
- Where we don't worry if there are mistakes, just be generally right

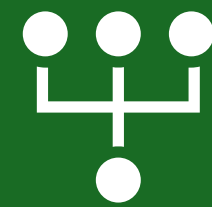
Progress so far?

- A lot of “lying” about how much AI is actually being used
- Relabeling anything done with software
- One estimate – 5% of companies really trying
- No empirical evidence of job losses
- Q: Why all the stories and claims?
- A: See the above slide :)

What looks like progress?



Using “Agents” – task specific Large Language Models (LLMs) that do just one task.



To do that, need to take jobs apart, identify all the separate tasks in them.

See where an Agent can take over that task

Then put the job back together where employee can do it

Re-assembling a mix of human and LLM output



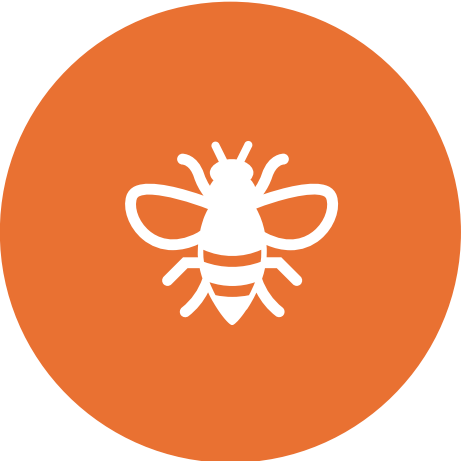
It’s ultimately about work reorganization



Example -

Accenture reorganizing its own marketing function

Where is progress being made in HR?



BETTER CHATBOTS –



COACHING?



POSSIBILITIES: ANALYZING
EMAIL TRAFFIC

What it is that LLMs are Really Good at Doing?

Summarizing what has already been said –

Especially when we start at zero – e.g.,
entrepreneurs

When the answers just need to be good
enough

When we don't have to explain how it got the
answer

When we don't have to worry about
replicability



Next Meeting: August 14th 3:00-4:00 PM ET | 12:00-1:00 PM PT

Featuring Natasha Bowman, CHRO, Phoenix House and Corporate Trainer, Keynote Speaker on Leadership and Executive Coaching.

Topic: *The Power of One: Leading with Civility, Candor, and Courage*

You have the power to use your everyday words and actions to influence extraordinary change in the workplace and beyond. It only takes ONE to make a difference.



C-TEN Dinner: Wednesday, October 8, 2025

7:00PM – 9:00PM

Cooper's Hawk Restaurant & Winery | 8005 International Dr. Orlando, FL

C-TEN ½ Day Meeting: Thursday, October 9, 2025

8:30AM – 1:00PM + optional tour 1:00PM – 2:00PM

OneBlood offices | 8669 Commodity Cir, Orlando, FL 32819

Hosted by Carl Peers, Senior Vice President of Human Resources