



Fresh Ideas. Big Conversations. Every Month.

From Obsolete to Optimized: The Evolution of HR Tech and Learning from Failure July 17, 2025





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Welcome!

Let's do some brief introductions in the chat.

NAME JOB TITLE ORGANIZATION LOCATION

Association Awards

Nominations are now live for the 2025 HRO Today

Association Awards!



New categories announced:

- Excellence in HR Achievement
- Mentor & Coach of the Year
- NextGen Talent Leader of the Year
- NextGen Talent Team of the Year

Nomination deadline is October 3rd - 5:00 PM ET

Upcoming Association Events

Looking forward to seeing you, again, soon!

From Pressure
to Possibility:
Turning Talent Trends
into Talent Wins

Thurs. July 24 11 AM - 12 PM ET From Review to
Retention:

Building Performance
Management Systems
that Actually Work

Tues. Aug. 12 11-11:30 AM ET Second Chance
Hiring:
Removing Barriers,
Creating Opportunities

Thurs. Aug. 21 11-11:30 AM ET

FROM OBSOLETE TO OPTIMIZED: THE EVOLUTION OF HR TECH AND WHAT'S NEXT

Session Overview

SECTION I: Learn from HR Tech Missteps to Avoid Costly Mistakes in Your Own Strategy

SECTION II: HR TECH Reinventing Itself

SECTION III: HR Technology That Makes an Impact

SECTION IV: HR Tech Game-Changers of Tomorrow!

HANDOUT I: Ten Ways AI is Making the Hiring Process [and Related HR tasks] Easier and More Efficient HANDOUT II: Trust the Process: Planning, Preparing and Creating Innovation in your Strategy (+Activities)

SECTION I: THE FUTURE OF HR INNOVATION LEARN FROM THE PAST

Obsolete/Significantly Less Relevant Tech

- 1. Traditional Resume Parsing Software.
- 2. Faxed or Mailed Resumes
- 3. Standalone Job Boards (e.g., Monster, CareerBuilder)
- 4. Lengthy Online Applications
- 5. One-Way Video Interviews (Pre-Recorded Responses)
- 6. Automated Phone Screening Systems
- 7. Employer-Branded Career Sites Without Al Personalization
- 8. Overly Rigid ATS Filters
- 9. Social Media Job Applications viaFacebook/Twitter10. QR Code Resumes and Business Cards

- 11. Gamified Hiring Assessments (to an Extent)
- 12. Kludgy Internal Mobility Tools
- 13. Google Glass for Recruiting
- 14. The "One-Size-Fits-All" Hiring Algorithm
- 15. Traditional Personality and Cognitive Tests.

Do you remember these or others that could be added to the list?

Obsolete/Significantly Less Relevant Tech

- Are you clinging to **outdated** methods out of habit?
- Are you leveraging the right technology in a way that aligns with your company's unique needs?
- Does this new technology or process truly make it better or is it just different?
- Does old technology end up in the Hiring Tech Graveyard or remain in your recruiter toolbox?

The future of hiring isn't just about what's new - it's about making smart, strategic choices that balance innovation with effectiveness.

SECTION II: THE FUTURE OF HR INNOVATION HR TECH REINVENTS ITSELF

HR Tech Companies that Adapted

LinkedIn Talent Solutions (LinkedIn Recruiter)

Reinvention: Shifted from a basic professional networking platform to a comprehensive talent acquisition and recruitment solution.

hireEZ (formerly Hiretual)

Reinvention: Transitioned from a basic sourcing tool to an Al-powered outbound recruiting platform.

HR Tech Companies that Adapted

iCIMS

Initial Struggles: The platform was perceived as outdated and overly complex, leading to user dissatisfaction.

Glassdoor

Initial Struggle: Initially struggled with credibility issues and a limited database of employer reviews.

HR Tech Companies that Adapted

These companies and tools successfully adapted to changing market needs by focusing on **AI integration**, **mobile usability**, **diversity initiatives**, and **improved user experiences**. As a result, they became relevant, more sustainable and competitive in the hiring tech landscape.

What tools, processes and applications have you been able to reinvent in your organization?

SECTION III: THE FUTURE OF HR INNOVATION WHAT'S WORKING?

HR Technology That Works

- 1. Al-Powered Recruitment Tools
- 2. Employee Experience Platforms (EXP)
- 3. Virtual Reality (VR) for Training and
- **Development**
- 4. LinkedIn
- 5. Blockchain for Credential Verification
- 6. People Analytics and Predictive Analytics Systems

- 7. Al-Driven Employee Onboarding
- **Assistants**
- 8. Internal Talent Marketplaces
- 9. AI Tools for Skills Assessment and
- Development
- 10. AI-Enabled Payroll and HR Management
- 11. Al Assistants for Policy Navigation and **Document Management**

Which of these are you currently using (or considering) to elevate your organization's HR processes and programs?

HR Technology That Works

Virtual Reality (VR) Onboarding Platforms:

- **Concept:** Immersive VR environments that simulate real-world workplace scenarios for new employee orientation and training.
- **Potential Impact:** Enhancing engagement and knowledge retention during onboarding by providing interactive and realistic experiences.
- **Development Status:** Early applications of VR in training are being explored, with expectations of broader adoption in onboarding processes.

Blockchain-Based Employee Credential Verification:

- **Concept:** Utilizing blockchain technology to create tamper-proof records of employee qualifications and work history.
- **Potential Impact:** Simplifying and securing the verification process for credentials, reducing fraud, and expediting hiring decisions.
- **Development Status:** Blockchain applications in HR are being tested for secure credential verification.

SECTION IV: THE FUTURE OF HR INNOVATION WHAT'S NEXT?

- Innovation in HR has never slowed it's only accelerating.
- What's coming next will shift how we design work,
 manage people, and define success.
- Let's explore 3 transformative innovations on the horizon.

Smarter, Adaptive Workforces with Al

- AI helps HR dynamically model, forecast, and restructure talent needs.
- Workforce planning becomes fluid—based on real-time data, not static org charts.
- Enables agile, skill-based deployment of talent across the enterprise.

Skills Over Resumes: Verified Talent on the Move

- Portable, blockchain-verified records of skills and experience.
- Employees own their data—used across platforms and employers.
- Hiring and internal mobility becomes transparent, equitable, and skills-based.

Welcoming Your Digital Coworkers

- HR leads the governance of human + AI work dynamics.
- New policies, ethics, and training to enable AI-augmented roles.
- Empathy, trust, and upskilling are the new pillars of workforce strategy.

HANDOUT I:

10 WAYS AI IS MAKING THE HIRING
PROCESS EASIER

HANDOUT II:

TRUST THE PROCESS: PLANNING,
PREPARING, AND CREATING INNOVATION

10 Ways Al is Making the Hiring Process Easier



- 1. Automated Resume Screening
- 2. Candidate Matching and Shortlisting
 - 3. Interview Scheduling Automation
 - 4. Video Interview Analysis
 - 5. Predictive Talent Analytics
 - 6. Intelligent Candidate Sourcing
 - 7. AI-Powered Employee Onboarding
 - 8. Bias Reduction in Hiring
- 9. Chatbots for Candidate Engagement
- 10. Continuous Employee Experience Monitoring

Trust the Process: Planning, Preparing and Creating Innovation

INCLUDES Activities to inspire:

These are designed to be fun, impactful, and immediately actionable for HR leaders to take back to their organizations to educate and engage their team.

Create a Culture of innovation!

Session Q&A

What questions on leadership development do you have about HR Tech? "Raise" your hand, unmute yourself, or write your answer in the chat.

How can HR leaders spot hype vs. real value in new tools?

What excites you most about the future of AI in hiring?

How do you balance innovation with practicality in HR tech?



Thank you for joining us today!

Let's keep the conversation going on the Association's LinkedIn page!



Second Chance
Hiring:

Removing Barriers,
Creating Opportunities

See you at next month's Third Thursday Webinar - Make sure you accept your calendar invite!