



AI Integration: The Mistakes, The Pivots, The Wins

August 20, 2026

*Welcome members and
guests! Thank you for joining
us today – be sure to turn your
cameras on!*



Dr. Vanessa Peterson
CEO & Founder
VLP Consulting Group

Welcome!

Let's do some brief introductions in the chat.

NAME

JOB TITLE

ORGANIZATION

LOCATION

See you at an upcoming session!

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August 24
11-11:30 AM ET



September 17
11-11:30 AM ET

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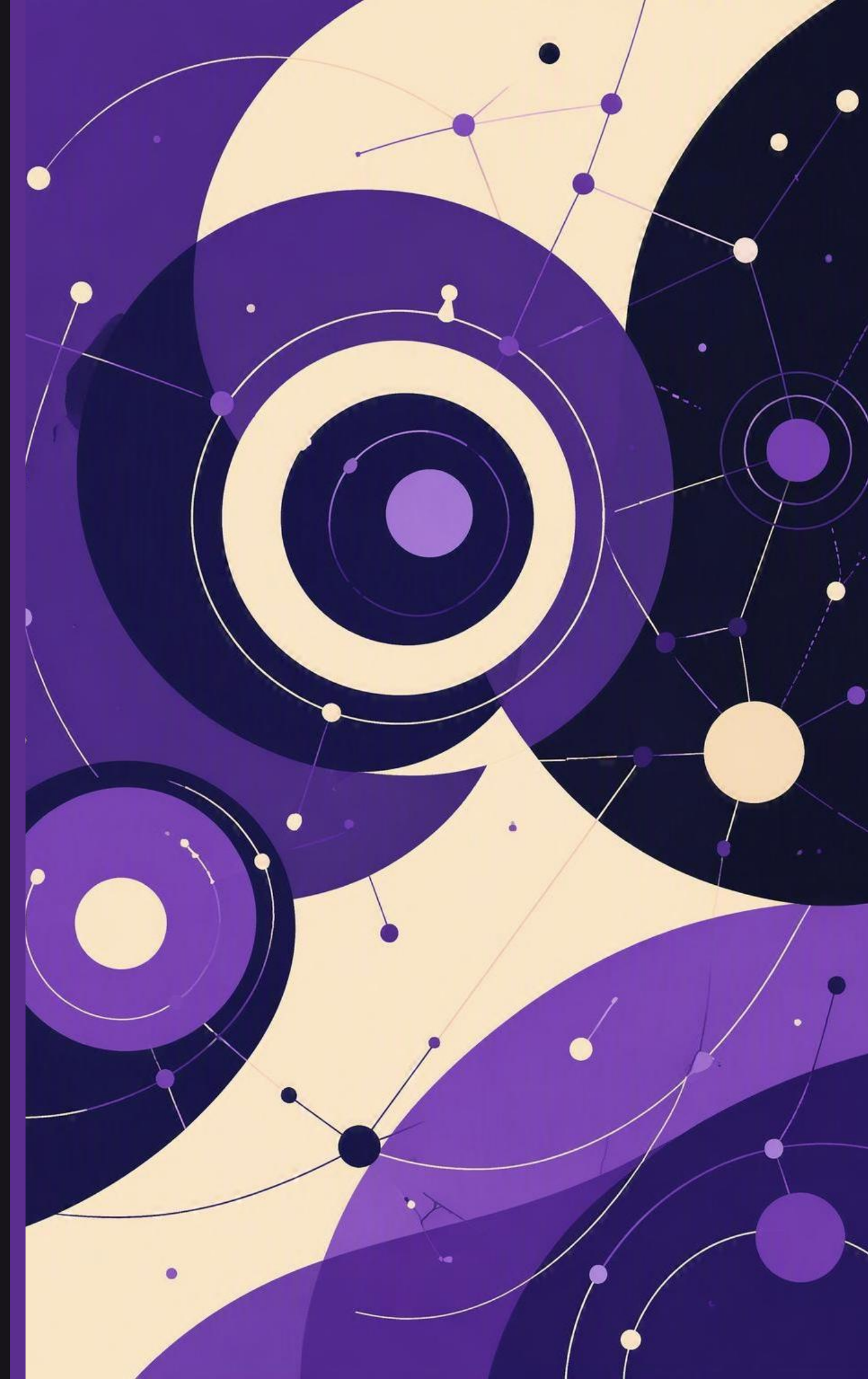


AI INTEGRATION: THE MISTAKES, THE PIVOTS, THE WINS



AI Integration: The Mistakes, The Pivots, The Wins

Dr. Vanessa Peterson, CEO & Founder



The Map: HR's Biggest AI Integration Fears

Mainstream Now

43%

of HR teams now use AI in at least one function, up from 26% in 2024.

Faster Hiring

50%

cut in time-to-hire for recruiting teams that adopt AI.

Privacy Tops Fears

63%

of HR professionals name data privacy and security as their top AI concern.

The Trust Gap

74%

of workers who face an AI interviewer rethink their view of the employer.

Pulse Survey: What is your biggest fear about the intersection of HR and AI?

The On-Ramp: Just Getting Started

Bias & discrimination
Flawed training data can bake
bias into hiring and pay.

01

Data privacy & security
Sensitive employee data
exposed, misused, or leaked.

02

Losing the human touch
Automation draining empathy
from high-stakes decisions.

03

Fear of getting it wrong
Costly, hard-to-catch errors
with no clear accountability.

04

Pulse Survey: Why do people teams hesitate as AI moves into hiring, pay, and performance decisions?

Wrong Turns: The 4 Mistakes

01	Objectives	Specific · Measurable · Achievable · Relevant · Timed	Lack of clarity when considering and adopting AI tools
02	Oversight	Involved · Accountable · Informed	Lack of decision-making clarity
03	Over-automation	Widespread · Problem-solving · Immediate Action	Lack of parameters
04	Over-Simplify	Chaotic · Compromising · Confusing	Lack of change management

Pulse Survey: Which wrong turn have you made or have you seen being made?

Recalculating: The 4 Pivots

01

Identify

Define the business problem, audience, and desired outcomes.

02

Collaborate

Work with stakeholders to discuss and plan.

03

Deliver

Implement changes live, virtual, or hybrid.

04

Evaluate

Measure results and refine for next time.

A proven four-phase framework that ties to business outcomes.

The Destination: The 4 Wins

01

Efficiency

Do more with less, faster cycles.



02

Effectiveness

Outcomes that move the business.



03

Consistency

Repeatable quality at scale.



04

Quality Control

Catch errors early, cut rework.



THANK YOU!

Questions & Discussion

Let's keep the conversation going — reach out and let's navigate AI together!



Dr. Vanessa Peterson
VLP Consulting Group
CEO & Founder



Scan to connect
on LinkedIn



Thank you for joining us today!

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



**Don't forget to ACCEPT your calendar
invites for upcoming sessions**