# 7 ways to **supercharge AI adoption.**
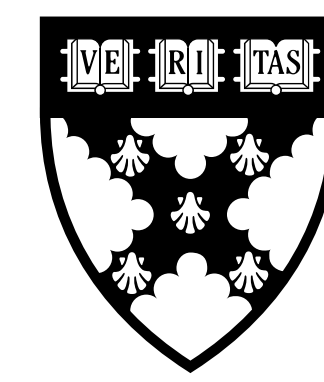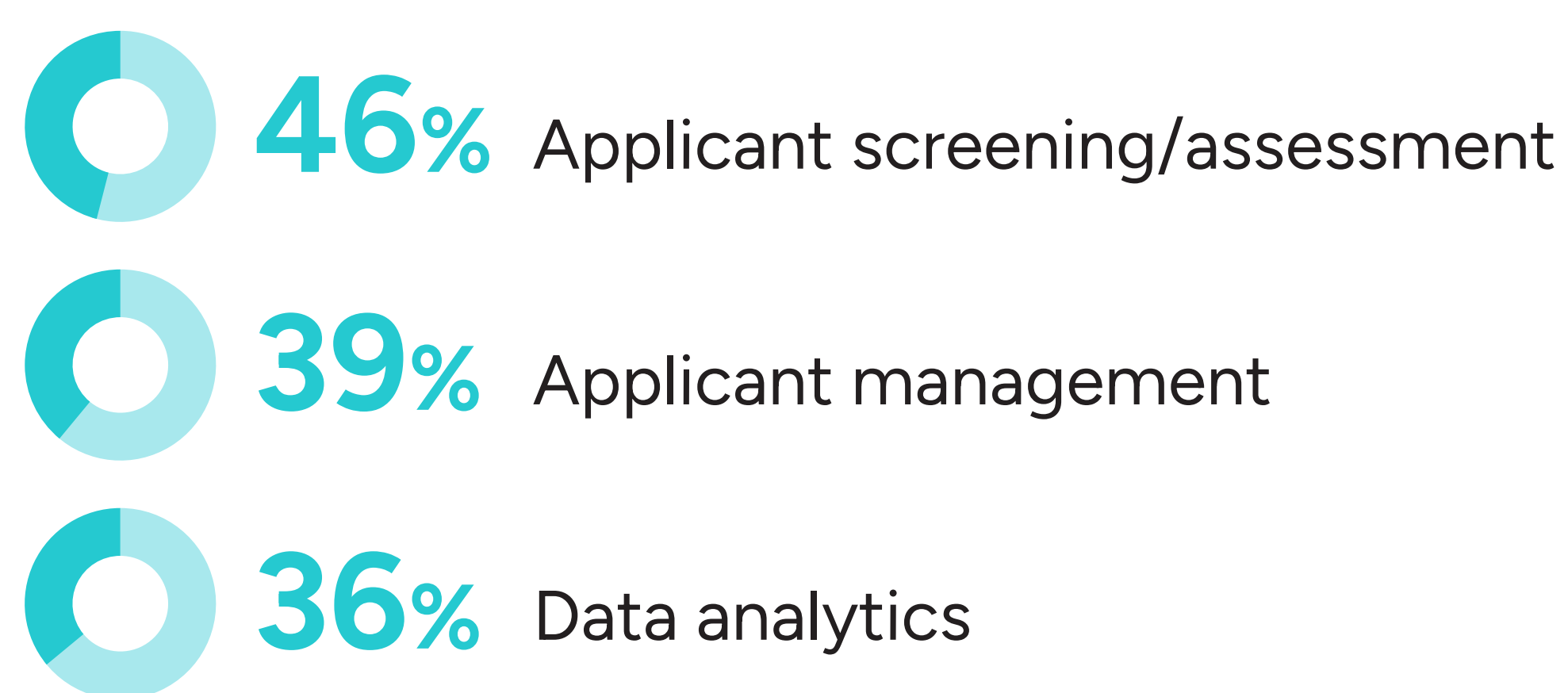
According to a joint report with Harvard Business Review, here are 7 ways to overcome the main barriers to AI adoption in TA.
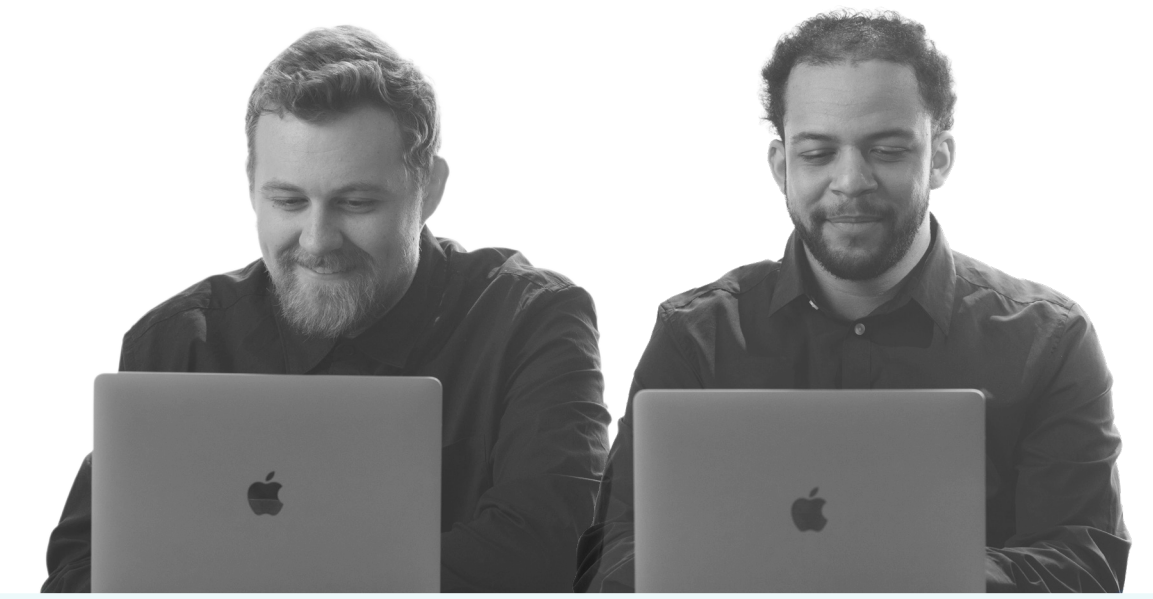
## 1 Listen to your team.

Ask top recruiters and hiring managers what they need to improve their processes.

**46%** Applicant screening/assessment

**39%** Applicant management

**36%** Data analytics

The most desired tools to improve according to senior leaders.

## 2 Champion ROI.

Justify the cost of new TA technology to the C-suite by tying it to the intended ROI.

**52% NO**
**48% YES**

The majority of organizations are not satisfied with their current cost to hire.

## 3 Consider data.

Use TA organizations' data to make well-informed decisions about recruiting strategy.

*Information must be in the hands of decision makers to act upon.*

*- Brian Delle Donne*
*President of Talent Tech Labs*
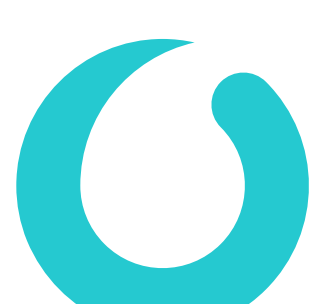
## 4 Examine solutions carefully.

Look at the TA process holistically rather than solving problems with separate solutions.

**92%** agree that you must invest in TA in order to remain competitive.

## 5 Seek the right people.

The vendor you choose is just as important as the technology you're investing in.

**PARADOX**

## 6 Identify tech owners.

Find someone who can champion adoption and co-design change processes.

*You can't just integrate the technology and be done with it.*

*- Anna Tavis*
*Director of NYU's HCM department*

## 7 Prepare for change management.

Be ready to embrace the change that new technology will enable.

**81%** of projects with effective change management came in under budget.

### Immediate ROI.

With conversational technology, General Motors scheduled **74K+ interviews** in 1 year, **saving $2M+** over that timeframe.

Interviews per month

| Month | Interviews |
|-------|-----------|
| Month 1 | 1k |
| Month 2 | 1.5k |
| Month 3 | 3k |
| Month 4 | 4.5k |
| Month 5 | 7k |
| Month 6 | 8k |
| Month 7 | 5k |
| Month 8 | 6k |
| Month 9 | 6k |
| Month 10 | 4k |
| Month 11 | 4k |
| Month 12 | 24k |