

Trending Topics in the World of Work



Our July issue of *SHIFT* looks at the four traits today's CHROs need to cultivate; the relaunch of the talent acquisition membership organization THE Firm; the dangers of AI washing; and predictions about the future of recruiting. The 4 traits former Google exec Laszlo Bock says today's CHROs are missing

HR veteran Laszlo Bock recently announced the formation of the Berkeley Transformative CHRO Leadership Program, designed to help Chief Human Resource Officers truly transform their organizations. He has identified four primary areas where CHROs need to enhance their acumen: Analytical and technical skills; Elite consulting-style problem-solving; Deeper core HR expertise; and Cross-company mentorship.

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Talent acquisition organisation The FIRM relaunches as The Talent Labs

A statement from the UK-based, practitioner-led organization, co-founded by Emma Mirrington, said the move is designed to better align with the systemic ongoing transformation in the talent industry. Structural change within the organisation is intended to “better bridge the gaps between talent acquisition, management and development,” the statement said. It reflects the need to help organisations meet the challenges of significant skills gaps, advancing technology, increasing competition, DEI considerations, shifting candidate expectations and demographic changes, all set against a backdrop of economic uncertainty.

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Beware of AI washing

It seems like talent acquisition has been flooded overnight with recruiting software, tools and products boasting about their artificial intelligence (AI) capabilities. But despite the AI hype, many of these platforms offer the same old same old experience. This phenomenon has been coined as “AI washing” – a practice where products are marketed as AI-powered when their actual AI capabilities are either limited or exaggerated. The broad and flexible definition of AI allows companies to stretch the meaning and associate their products with AI, even if the use of AI is minimal or non-existent. [Jump to Article >>](#)



Predicting the future of recruiting

LinkedIn recently issued a report offering predictions for the future of recruiting, including insights on some of the most important trends reshaping the talent landscape. Here's a preview of some of the predictions covered in the report: AI will supercharge recruiting; Recruiting will help build the skills-based workforce of the future; Recruiters will advocate for flex work policies; the rising importance of measuring quality of hire; the significance of building agile recruiting teams; and the challenges recruiters face in engaging and hiring Gen Z. [Jump to Article >>](#)
