

Using AI ...To Revolutionize Your Hiring Process



Justin Landry
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Using AI...To Revolutionize Your Hiring Process

“Life would be great if it wasn’t for other people...”

(Author uncertain – but the concept was memorable!)



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Why We're Teaming Up Today

- **Financial perspective:** Our employees (people!) have a **HUGE financial impact!**
 - Fantastic team members create **economic wealth and interpersonal “wellness”**
 - “Meh” and bad employees create **ongoing frustration and drain our resources**
- The issue is ***“How do we locate those top-tier people – without spending weeks, & months searching, reviewing applications, interviewing, and gambling on our choices?”***
 - Do we continue to **recruit, interview, and hire in the same way** we always have?
 - OR is there a **new and innovative way** to approach these human resource issues?
- **Yes, there is!** Justin is here to illustrate **specific examples of how AI innovation** can transform the way businesses manage their human resources.



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ABOUT JUSTIN LANDRY

- **Position**
 - Director of Affiliate & Client Relations at Contractor Staffing Source
- **Experience**
 - Strong expertise in AI technologies and their application in HR
 - Track record of **successfully implementing AI-driven solutions** for HR processes.
 - Proven ability to **navigate the challenges and maximize the benefits** of outsourced HR services.
 - Deep understanding of how AI & HR intersect and **create profit opportunities** for organizations
- **Fun Facts**
 - Lives in Hawaii
 - Speaks Japanese
 - Enjoys 3D Printing

ABOUT DIANE GILSON

- **Consultant, Trainer, Speaker, Author and Product Developer**
- **25+ Years Working with Business Owners & Accounting Staff to Help Develop Job-Cost & Management Accounting Systems**
- **Certifications and Awards:**
 - **Emeritus (Lifetime) U.S. ProAdvisor of the Year**
 - **Top Niche Practice (Construction) ProAdvisor**
 - 10-year Top 100 ProAdvisor
 - Certified Advanced & Enterprise ProAdvisor
 - CPA background
 - Certified Internal Auditor background
- **Extensive Accounting Background & Experience**
 - 16 years of public accounting
 - 13 years of banking
 - Founder of Info Plus Accounting in 1994



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HR + AI: An exciting intersection!

- Artificial Intelligence is **transforming** the way businesses manage their human resources...
- It is:
 - **Accelerating** HR functions
 - Meeting a growing demand for **dedicated outsourced HR services.**
- AI is **revolutionizing HR practices** by
 - **Automating** repetitive tasks
 - **Streamlining** processes
 - Providing **decision-making insights** through “Predictive Indexing”
(*Our focus today)



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Slide 2

What is Predictive Indexing?

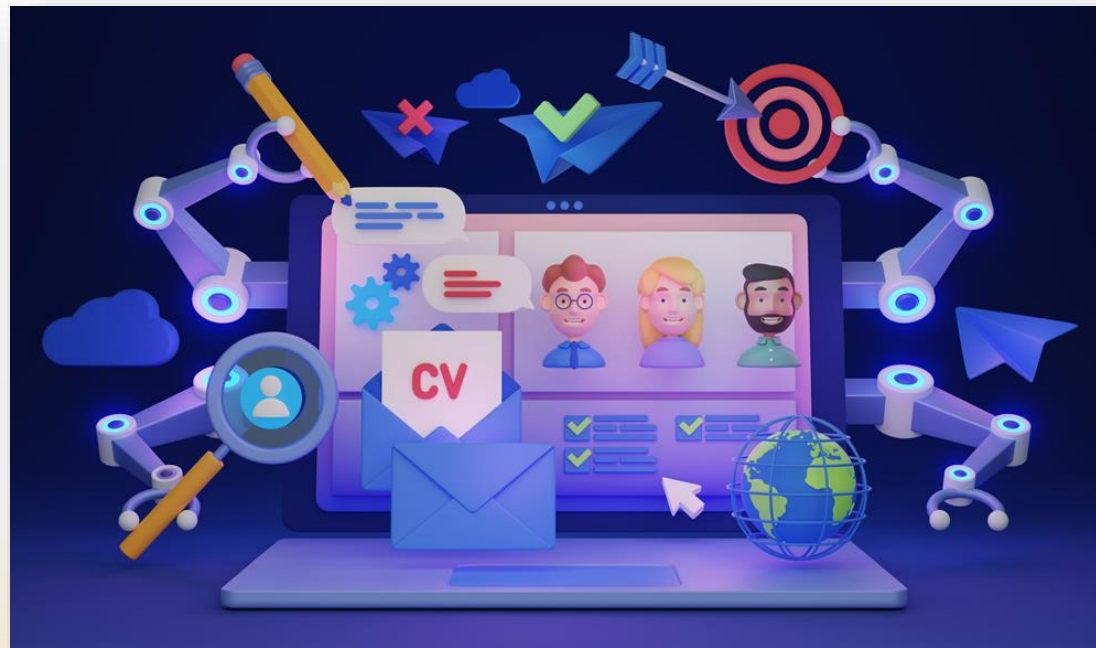
PI (Predictive Indexing) is a **powerful behavioral assessment tool** designed to unlock valuable insights into workplace behavior that **drives success** for individual team members.

How it works:

- **Applicants complete a PI assessment** by answering questions revealing natural behavioral tendencies and motivations...
- **AI compares their results to "job targets"** (Job targets define requirements for behavioral success in specific roles.)

Key benefits of Predictive Indexing:

1. Improved **hiring decisions**
2. Enhanced **team dynamics**
3. **Leadership** development
4. **Succession** planning



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PI (Predictive Index) Executive Assessment

Purpose of the PI Executive Assessment:

- Evaluate and develop executive leadership potential within organizations
- Identify and assess executive-level candidates or current leaders for critical roles

How the PI Executive Assessment works:

1. Targeted executive selection:
Help match skills and behaviors
2. Personalized development plans:
Leverage insights to design tailored development plans
3. Enhance leadership team dynamics:
Foster effective collaboration toward strategic objectives
4. Objective succession planning:
Create assessment benchmarks for succession planning

By utilizing the PI Executive Assessment, organizations can make informed decisions, optimize executive talent, and drive strategic success.



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Process-based Recruiting

The multiple-hurdle, data-based system

- Efficiently **screen and assess candidates** based on predetermined criteria and job requirements.
- Ensure that **only the most qualified candidates** progress to the next stage, which means optimizing time and resources.

Key components of a multiple-hurdle recruiting system:

1. Initial Application
2. Phone Screening
3. Skills Assessment
4. In-person Interviews
5. Reference and Background Checks
6. Final Selection and Offer



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Process-based Recruiting



Benefits of a multiple-hurdle recruiting system:

- Efficient and effective candidate screening
- Consistent evaluation
- Resource optimization
- Improved quality of hires



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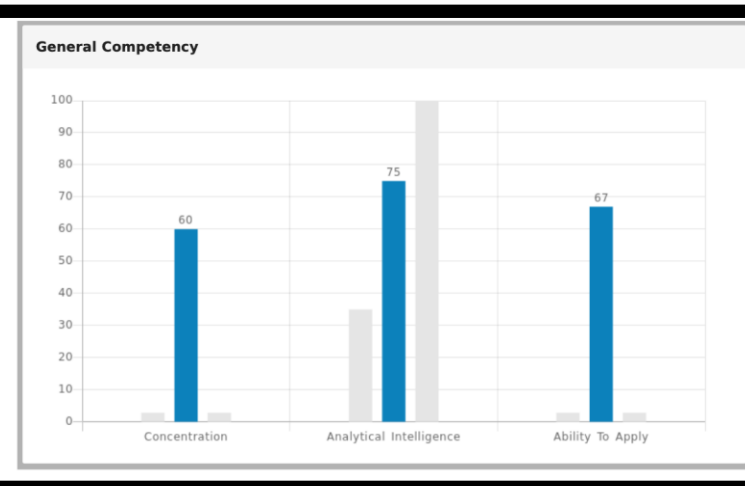
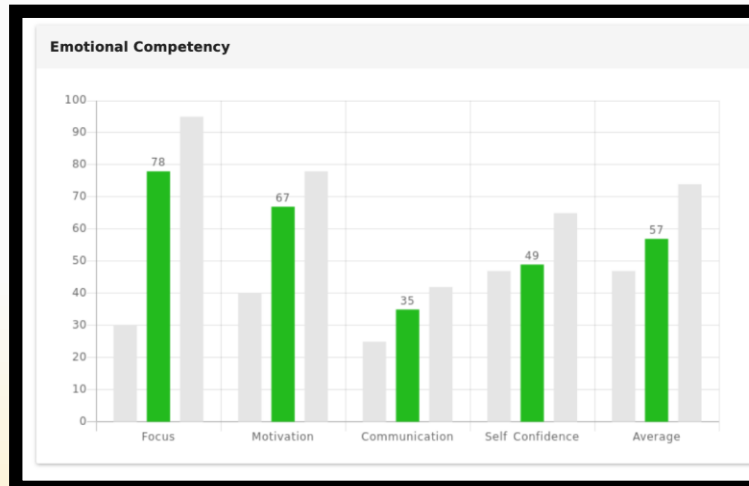
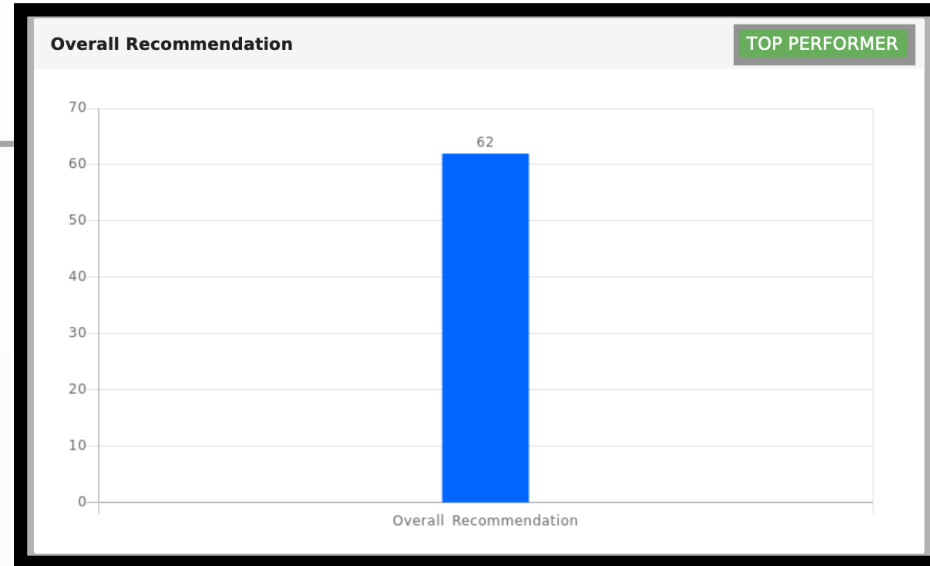
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Assessments Demo

A "Good" Assessment

Each Assessment is based on overall competency and provides a **science-based overall recommendation.**

The assessment is a snapshot of both "Cognitive" and Behavioral fit based on the position.



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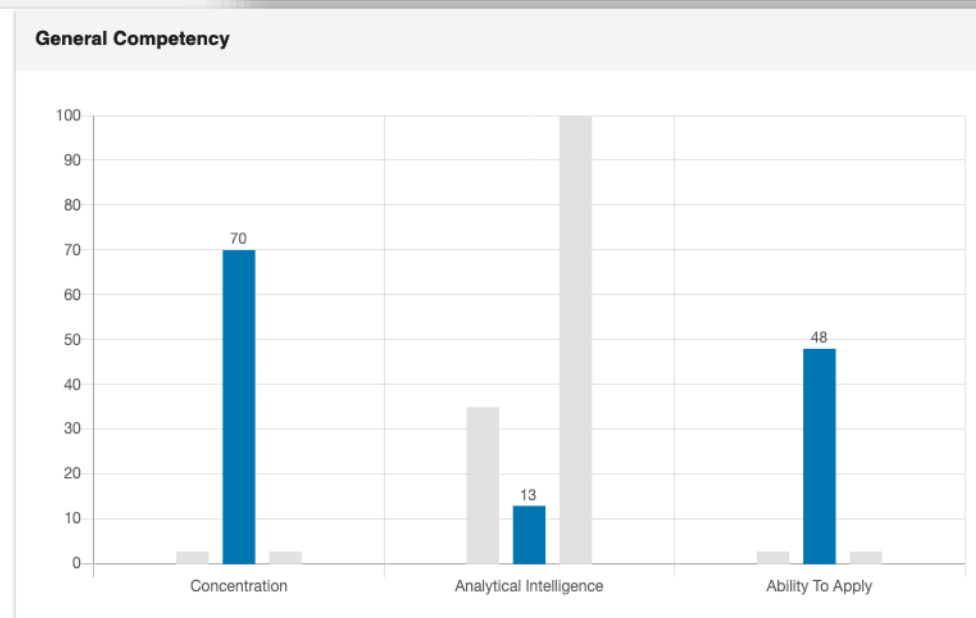
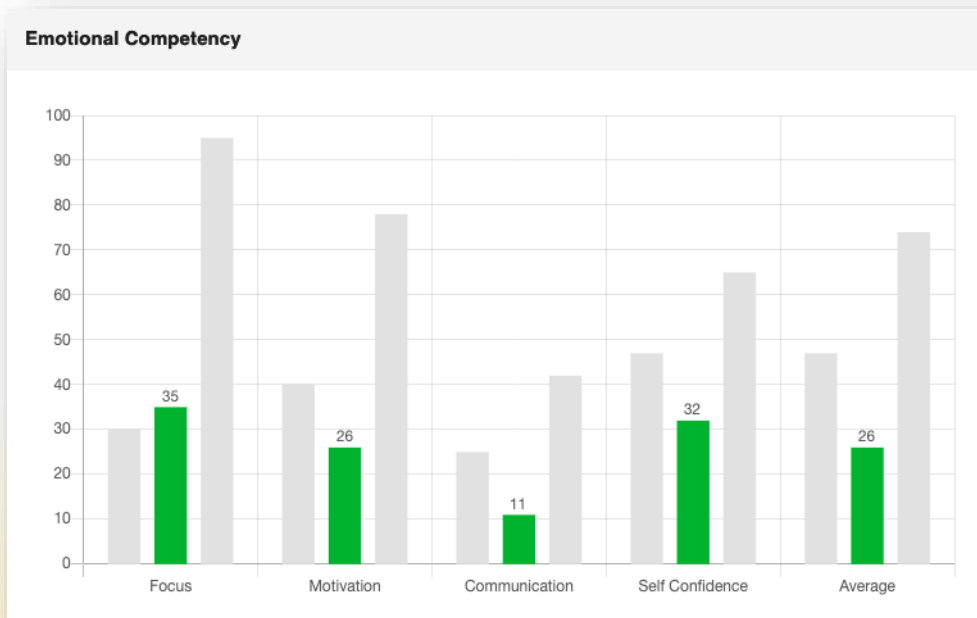
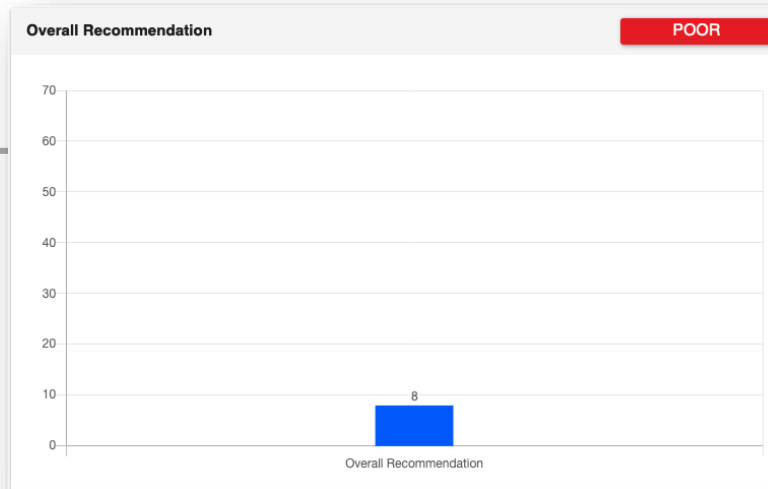


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Assessments Demo

A “Poor” Assessment...

- AI data helps prevent “bad fit” hires
- Pre-interview: Helps identify top or poor talent



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Demo Insights...

Benefits of the Predictive Hiring Assessment:

- **Improve hiring accuracy** and make informed decisions with data-driven insights.
- **Reduce time-to-hire** by identifying top candidates more efficiently.
- **Enhance retention rates** by matching applicants to the right roles & organizational culture.

1. **Executive** – Good fit & bad fit
2. **Project Manager** – Good fit & bad fit
3. **Internal Bookkeeper** – Good fit & bad fit



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Giveaway
result!

Contractor Staffing Source – Q&A

- Would you give us a quick tour of your website and introduce your team?
- Do you work with non-construction clients?
- How are you different from other recruiting services?
- What kinds of programs do you offer?
- How do you take on new clients?
- How long do your clients typically continue to work with your company?

Q & A



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Get a **FREE Predictive Hiring Assessment**
(powered by AI) for your organization.

Email justin@contractorstaffingsource.com

- Provide your organization's name and a brief description of your hiring needs.
- Our CSS team will reach out to schedule a consultation and discuss the assessment process.

Don't miss out on this exclusive opportunity to **leverage the power of AI** in your hiring process!



See Job Cost & Various QuickBooks Resources

(developed by Diane) at:

BuildYourNumbers.com

- Our most popular product - Online Job-Cost Training for QuickBooks desktop:
[CAMP – \(Construction Accounting & Management Program\)](#)
- Pre-built Construction Template for QuickBooks: [AccountingPRO](#)
- Find out what your Employees REALLY cost:
[eCPA – Employee Labor Cost \(Burden\) Calculator](#)
- Accurate reports every month: [Month-End Closing Procedures](#)
- Free Self-Assessment: [Profitability Management Tools](#)
- We'll help you choose the best QuickBooks & Enterprise software...
- And much more...

For questions or conversation, contact the Info Plus Team at:
734-544-7620 (9-5 Eastern) OR Help@InfoPlusAcct.com



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