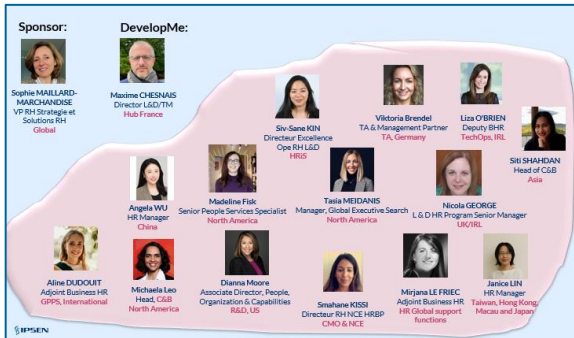




What's up on AI in HR!

Welcome to the April Newsletter

As the world changes, HR must too!



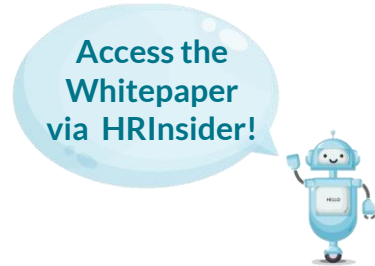
The AI-for-HR journey is launched! With the HR AI Core team, we are convinced that **people** are and will remain at the heart of the process, and that **experimentation** is a core pillar for acquiring all the AI skills of tomorrow! *Humanity and intelligence, your Human-IA duo!*

Some Keys to decrypt AI impact on HR Management!

Discover how artificial intelligence is revolutionizing HR management with [AI Whitepaper for HR](#).

This informative paper explores the latest AI innovations that are transforming HR practices.

It demonstrates the significant impact of AI on organizational effectiveness and employee satisfaction. Prepare to be inspired by the huge possibilities AI can bring to your business! A must-read for HR professionals and executives who want to stay at the forefront of innovation.



You lived it, you tell it!



Viktoria Brendel
Talent Aquisition & Management Partner

CONTEXT: Previous employer (Ambu): Development site for disposable endoscopes

NEED	As a location for innovation, we wanted to check for openness and innovative spirit as early as at the recruitment Stage
SOLUTION	After the CV screening, potential suitable candidates were invited to voluntarily introduce themselves in a short video while answering 3 questions. The AI by Retorio generated a personality profile based on mimic/gestic/sound/words and linked it to prior evaluated company culture and the big-five-model (OCEAN).
LEARNING & TIPS	Candidates were biased and therefore took part (afraid of rejection even though it was voluntary) <ul style="list-style-type: none"> The age group 30 - 45 was particularly interested and informed about AI. The vast majority of candidates confirmed a fit with their perceived personality





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Let's test it!

At Ipsen, all have access to Copilot. Get familiar with some main differences and similarities?

	 ChatGPT	 Copilot
Features	ChatGPT is a language model that can generate text and converse with users	Copilot is designed to help users with specific tasks related to web browsing and understanding online content
Knowledge update	ChatGPT's knowledge is limited to a certain period and is not updated in real time	Copilot can use its internal tools to obtain up-to-date information from the web
Response to Images	ChatGPT cannot understand or describe images without additional tools	Copilot can describe images uploaded by users using the describe_image tool
Language	ChatGPT can communicate in several languages.	Copilot can also understand and communicate in the user's language of choice
Content creation	ChatGPT can create a variety of content such as poems, stories, code, etc	Copilot can also do secondary authoring based on web page content, such as writing and enhancing an essay, writing code or creating a presentation
Safety at IPSEN	No security or data protection	Data protection using Copilot
Possible to use for IPSEN context ?	NO	YES, sure! Test it!

What's next for you?



Group workshop
Welcome to Copilot for Web
29/04



Workshops for HR & Test yourself!
26th of June (TBC)



Newsletters AI



Training & tests
for HRs



Support for
HRs

And the "DevelopMe" assignment for HR in AI will be renewed for H2... more to come!

If you'd like to find out more about AI, here are a few suggestions for blogs and books

- The Site: [AIHR](#) site
- An idea of a book: [Life 3.0: Being Human in the Age of AI](#)