

# Talent Connect Summit

TALENT SPOTLIGHT | OCTOBER 22, 2025

## From Recruiting to Talent Ecosystems: The New Frontier of Hiring

Hiring is shifting from transactions to ecosystems. Learn how organizations are activating AI-powered marketplaces, enabling continuous hiring, and aligning candidate experience with long-term business needs.



Host

[Stone De Souza](#)

VP, LinkedIn Talent Solutions, North America, LinkedIn



SPEAKER

[Jean Pelletier](#)

VP, Digital Talent Transformation and Global Talent Acquisition, Schneider Electric



SPEAKER

[LaDonna Tucker](#)

Head of Global Talent Acquisition Process & Technology, Schneider Electric



SPEAKER

[Himanshu Nanda](#)

Head of TA Operations and Global TA leader, Micron



SPEAKER

[Mike Smith](#)

Chief Executive, Randstad Enterprise

AI is transforming talent acquisition by enabling proactive, personalized engagement and streamlining the recruitment process. Organizations that integrate AI across hiring workflows empower recruiters to focus on strategic, high-value activities while improving candidate experience and operational efficiency.

### Straight from the Host:

*“When we put people at the center and leverage technology with intention, we create talent experiences that are both authentic and scalable.” – Stone De Souza*

### Key Takeaways:

- AI enables targeted and continuous engagement, moving recruitment beyond job boards to a candidate-centered approach that leverages talent intelligence, nurtures relationships, and supports personalized outreach at scale.
- Integrating AI across the talent acquisition process empowers recruiters to spend less time on administrative tasks and more on strategic activities, improving hiring quality, candidate experience, and operational efficiency – ushering in the era of the “Superhuman Recruiter.”
- Organizations that move beyond transactional recruiting and design talent ecosystems - deploying skills intelligently and continuously - are better positioned to adapt, innovate, and win. This means the future of hiring is about agility, access, and alignment, not just filling roles.

### Practical Tips & Actions:

- Build AI prompting as a skill in your organization to enable more targeted, continuous engagement with candidates and improve recruitment outcomes.
- Start measuring your baseline metrics before implementing AI tools in talent acquisition, so you can clearly demonstrate ROI and track improvements over time.
- Shift incentives to rewarding managers who support enterprise-wide mobility, this increases engagement and ensures strategic projects get the right skills at the right time.