

# Talent Connect Summit

TALENT SPOTLIGHT | OCTOBER 21, 2025

## How do you spark and implement AI innovation in Talent?

Not every organization has full-stack support for AI—but that doesn't mean you can't make progress. Hear how forward-thinking talent and recruitment leaders have piloted and scaled AI projects — and what lessons they've learned along the way.



Host

**Evan Klein**

Senior Director, Talent Acquisition, LinkedIn



SPEAKER

**David Brown**

CEO, Hays Americas,



SPEAKER

**Jeanine Carlucci**

Head of Talent & Employee Experience, JP Morgan Chase



SPEAKER

**Jennifer Carpenter**

VP, Global Head of Talent, Analog Devices

AI's transformative impact on talent and work depends on clear problem definition, a culture of experimentation, and proactive leadership. Success comes not from perfect conditions or technology alone, but from empowering people to embrace change, upskill, and collaborate with AI for continuous improvement.

### Straight from the Host :

Create the conditions for people to embrace a new way of working

- Evan Klein, Sr. Director, Talent Acquisition, LinkedIn

### Key Takeaways:

- Broad AI adoption is limited by lack of clarity and resources; successful innovation begins with defining the problem and encouraging experimentation.
- AI adoption succeeds when paired with robust training and a culture that values experimentation, measurement, and transparency.
- Mindset is the foundation for AI innovation; organizations must actively monitor and adjust employee attitudes to foster confidence and optimism about AI.

### Practical Tips & Actions:

- You don't need perfect conditions or large investments to start; innovation is driven by leadership, speed, and a willingness to experiment.
- AI is changing the way we work, but organizations must proactively shape this change; culture and people strategy are as important as technology.
- Practical interventions, such as AI-powered feedback tools and coaching agents, can rapidly improve work quality and efficiency, but leaders must address pain points and prepare for ongoing reconfiguration of work.