

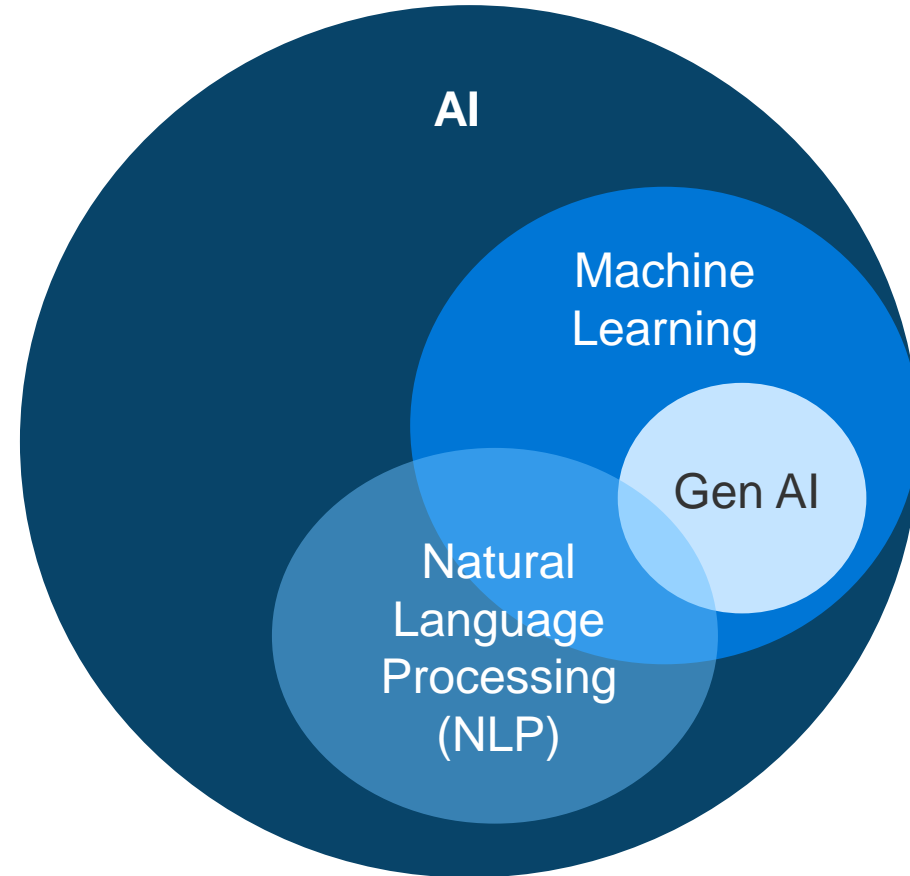
L&G's approach to AI's impact on the workforce

Andres Garcia, House of Visionaries

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What is AI and why it matters so much?



AI as a tech & behavioural transformation

“AI won’t replace your job but someone who uses it might”



AUTOMATION

What roles and skills will no longer be needed?

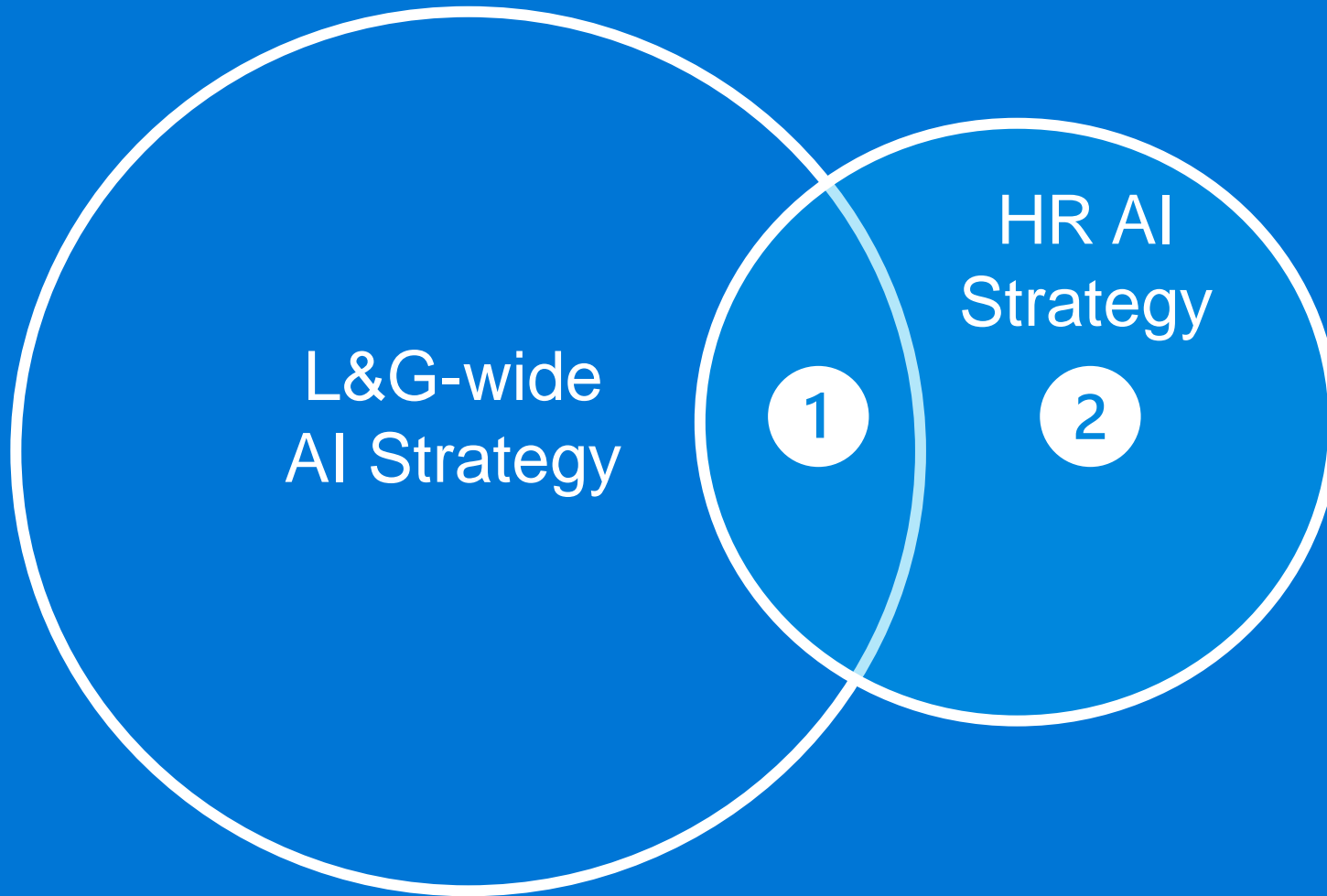
AUGMENTATION

What roles and skills will change?

ADDITION

What new roles and skills will be required?

HR AI Taskforce



- 1 BRIDGE BUILDERS**
Input people lens into L&G's AI strategy
- 2 ORCHESTRATORS**
Lead on HR AI initiatives

Talent Acquisition AI Upskilling Experiment



Can AI help us to improve Talent Acquisition's productivity?

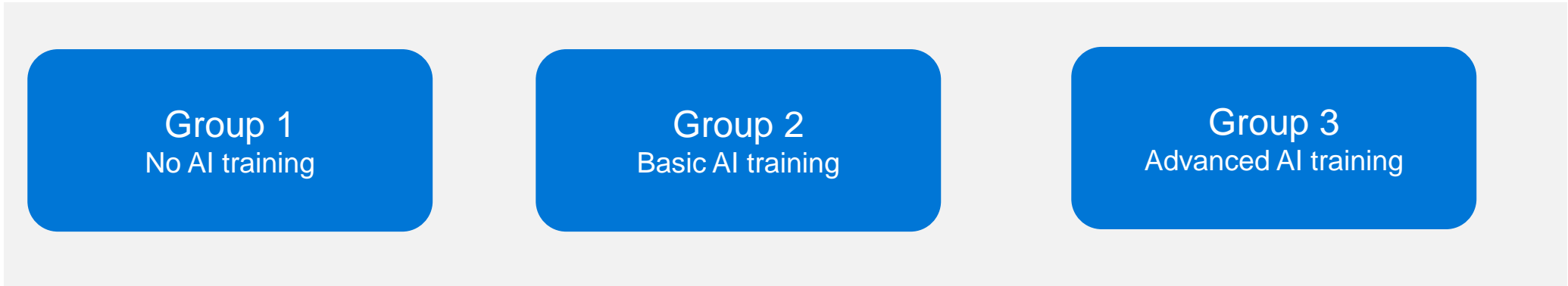


1. Baseline

PRE-INTERVENTION MEASUREMENT



2. Intervention



3. Impact measurement

POST-INTERVENTION MEASUREMENT

WIDER ROLL OUT OF AI UPSKILLING

Thank you!