

AI's Promise & Peril

Redefining Executive Recruitment



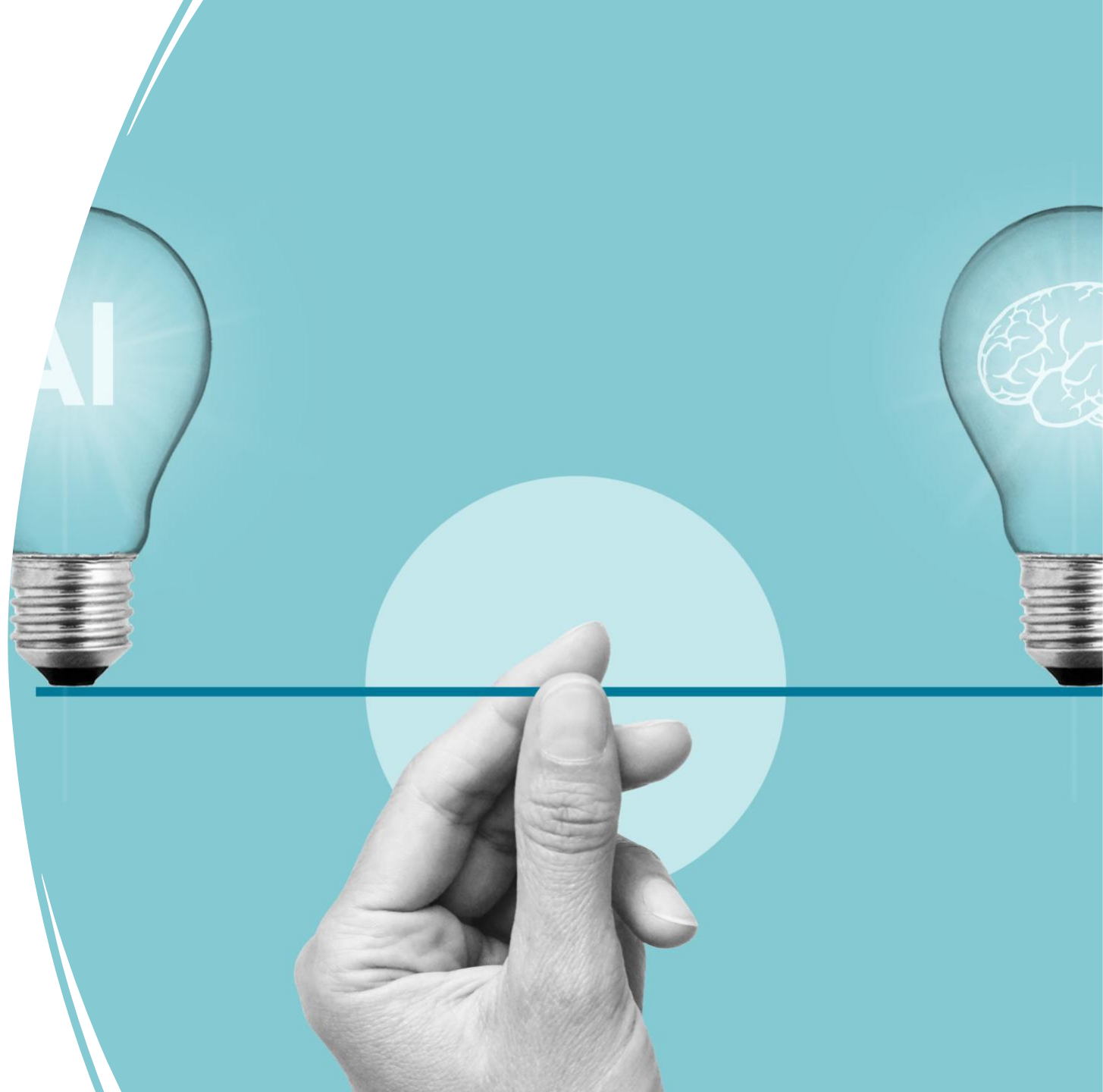
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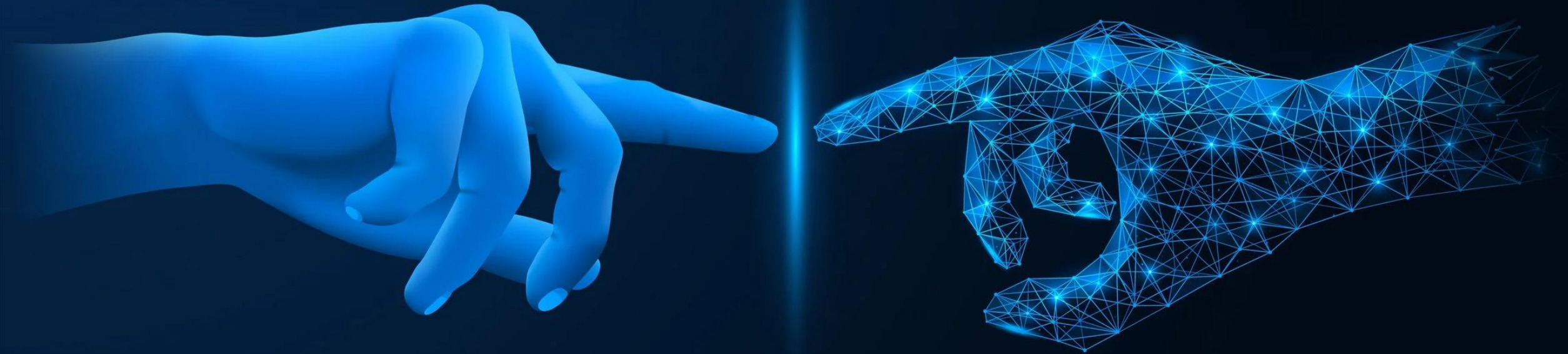
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The Age of Intelligent Recruitment

- AI is reshaping how organizations identify and engage leadership talent.
- How do we balance AI's power with human judgment?



How often are you using Artificial Intelligence?



Time for a live poll! Pull out your phones to cast your vote!



How often are you using Artificial Intelligence (AI)?

73% of companies now use AI in
hiring, but only 18% of executives
fully trust it.



The Promise: Transformative Power of AI

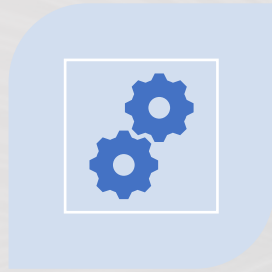
- Speed & Scale in Sourcing
- Data-Driven Decision Making
- Predictive Analytics
- Enhanced Candidate Insights & Matching
- Scalability
- Diversity Potential



Data-Driven Decision Making

- Improves Hiring Accuracy
- Enhances Predictive Insights
- Reduces Human Bias

The Efficiency Advantage



OPTIMIZES SOURCING
AND SCREENING



SUPPORTS CONTINUOUS
IMPROVEMENT



INCREASES EFFICIENCY
AND CONSISTENCY



IMPROVES QUALITY OF
HIRE

Organizations report an average of **89.6% greater hiring efficiency** and up to **85.3% time savings** using AI recruitment tools.

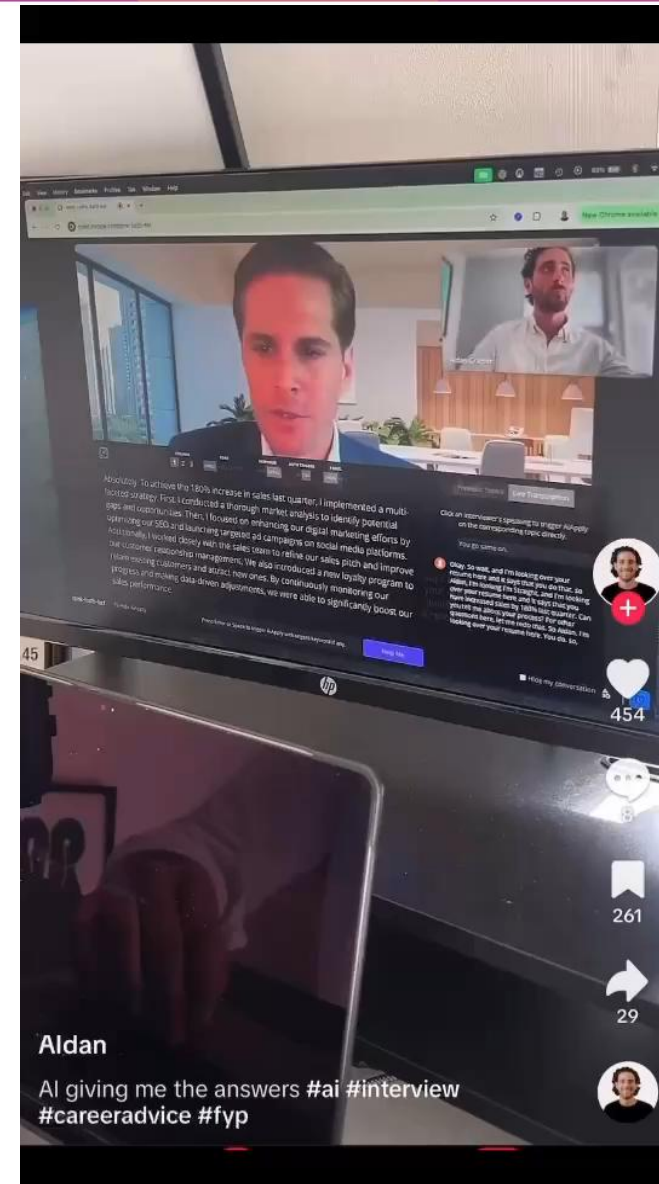
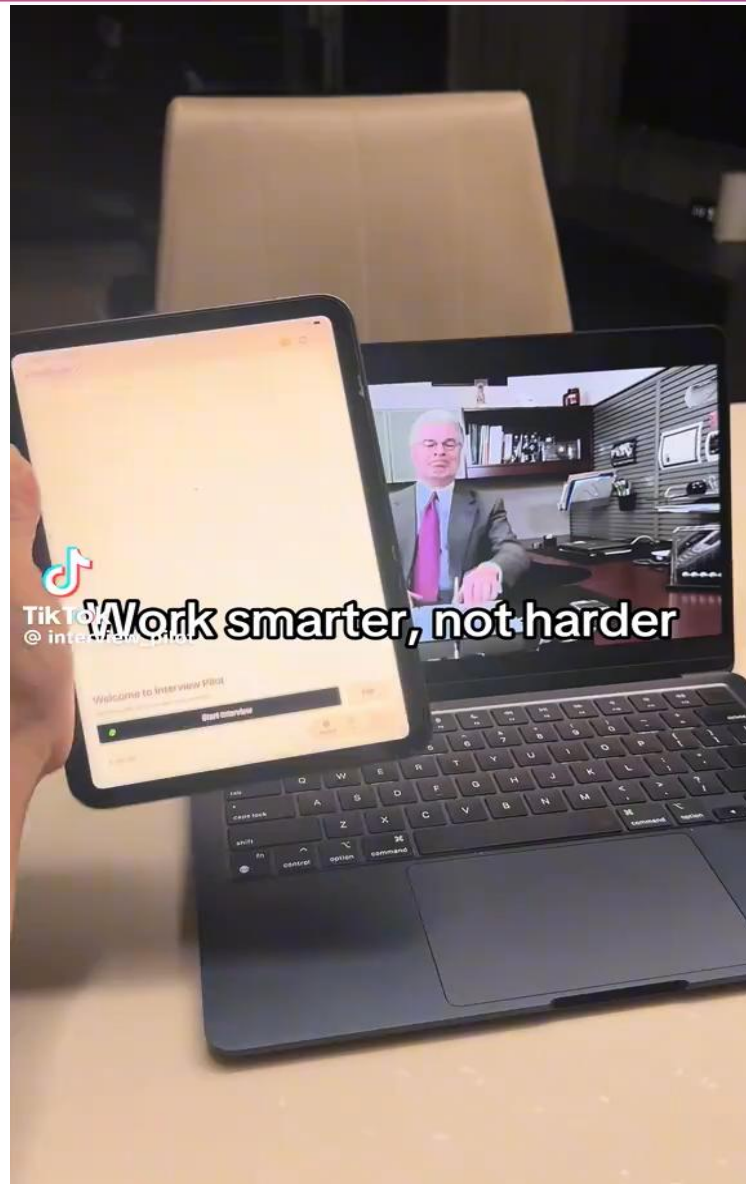


The Perils of AI: When AI Goes Wrong

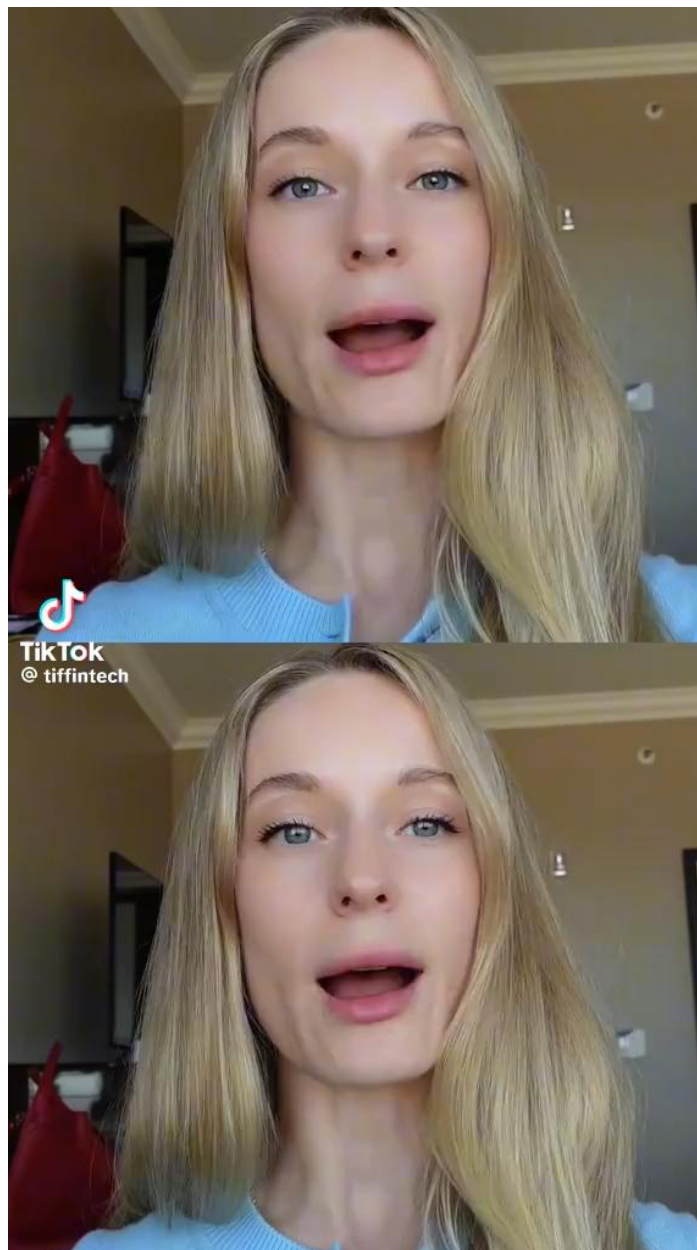
- Inherited Bias & Risk of Discrimination
- Black-Box Decisions
- Over-Reliance on Automation
- Difficulty in Assessing Leadership Qualities
- Potential Damage to Employer Brand

How is AI
Changing
Candidate
Integrity?





Managing AI Misuse in Interviews



When Seeing Isn't Believing: Deepfakes in Recruitment

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How scammers are using AI to create fake job applicants



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AI Detection Tools

96%

chance that your text was written
by AI

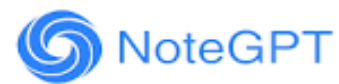


AI-generated

96%

Human-written

4%



Job →
interview



Tips to combat AI use in Interviews

- Assess Authenticity and Fit
- Multi-Layered Screening Process
- Skills and Practical Tests
- Reinforce Mission Alignment

Balancing Promise & Peril: A Human-Centered Approach

- **Augment, Don't Replace**
 - Best results come from collaboration
 - Humans provide judgment and intuition
 - AI handles data processing
- **Ethical Governance**
 - Ethical frameworks & governance ensure fairness and accountability
- **Context + Insight**
 - AI provides patterns and predictions
 - Humans add cultural context



What's Next: The Recruiter-AI Partnership Balancing Tech and Human Touch

- **The Result:** Recruiters use AI as a co-pilot, leveraging analytics for smarter, faster decisions while maintaining trust, narrative understanding, and a human-centered approach to leadership hiring.

AI's Role	Human Recruiter's Role
Finds talent through data	Sees leadership potential
Enhances process efficiency	Elevates candidate experience
Provides analytics	Provides emotional intelligence, empathy & strategic judgment

Strategic Conversations

What tech investments are we making in recruitment?

How do we balance automation and the human touch in recruitment?

How will AI influence our onboarding and retention strategies moving forward?

What risks or limitations do we face with AI adoption, and how can we mitigate them?

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