

64%

of business leaders haven't implemented plans to help their employees acquire the skills to function alongside AI.

agility culture. They have to continuously invest in this transformative technology for the long-term success, sometimes without immediate returns. There is an urgent need for talents and tools to develop, deploy, and monitor AI models, along with the availability of a robust data estate with the adequate governance.”

Despite the low percentage of AI use across Asia-Pacific, there is agreement on its worth, with 80 percent of business leaders polled stating that it is instrumental for their organization's competitiveness. In fact, those who have adopted AI expect it to increase their competitiveness 100 percent by 2021.

For the organizations that have implemented AI initiatives, the top five business drivers to adopt the technology were better customer engagement (26 percent of respondents), higher competitiveness (19 percent), higher margins (18 percent), accelerated innovation (15 percent), and more productive employees (9 percent).

Business leaders who are adopting AI face three top challenges: a lack of thought leadership and leadership commitment to invest in AI; a lack of tools and infrastructure to develop actionable insights; and a lack of skills, resources, and continuous learning programs. There is also a reported lack of risk taking, proactive innovation, and cross-function partnerships among teams.

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FAST FACT

Job Seekers Must Have Strong Soft Skills



of employers say that soft skills will be important in determining whether to hire a candidate.



view being team-oriented as among the most important soft skills.

SOURCE: CAREERBUILDER

WEIGHING IN



What are some of the challenges that arise in revamping an employee onboarding program?

A revised scope can always be tricky—such as, in the beginning you were planning on one week for onboarding, but a change happens at the top and now you're tasked with condensing it into 2.5 days or fleshing it out into two weeks.

—**Will Mosher, Atlanta, Georgia**

The biggest challenge is helping others understand the difference between “need to know” and “nice to know.” Onboarding is often seen as an event rather than a process and goes beyond day one. This ensures we aren't info-dumping on our new hires with things they simply won't remember.

—**Jon Talamantez, Phoenix, Arizona**

Ensuring buy-in at all levels is a challenge. We are in the process of revising our onboarding program to be self-provisioned through e-learning to ensure that employees can view and review onboarding materials during times when it is most conducive to their schedules. With that being said, how do we hold the learner accountable for viewing the materials that are so vital to their success in their new role?

—**Sara Lucas, West Chester, Pennsylvania**

Not everything should be left to self-training. Don't underestimate the added value of human contact to enable proper learning.

—**Wanda Comprés, Santiago, Dominican Republic**

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