

## **Artificial Intelligence in the HR Workplace of the Future**

**Keynote Speaker: Thomas Frey**

Remember The Jetson's? The futurist cartoon showing us what life would be like in the future; flying cars, robots and meals made in seconds? We may not be there yet but after listening to Thomas Frey; it is coming and it will impact our lives and our workforce.

Imagine a world with self-driving cars (we are already seeing albeit a bit clunky versions of the self-driving car being tested). Now imagine, you don't need a car. You can call up a car anytime you need one and it will take you where you want to go. That would mean no more car sales, repairs, insurance, and garages.

We are also starting to see drones being used far more than in the past. While it is still relatively new technology, we will see it develop into more than just a way to get pictures or play with a flying object. Lifesaving equipment will be loaded on drones and quickly delivered to where emergencies are occurring. A heart attack victim and rescuers will have access to an AED or other lifesaving technology in moments. Drones could monitor for fires and put them out before a structure is even in harm's way.

What if every medication you needed to take was placed into one pill for you? And it changed daily depending on your specific health needs for that day.

With all the new technology on the horizon the workforce will change. But computers and technology aren't taking away our jobs but helping to redesign what we do. In the future world, HR professionals will play a big role. The future is ours!

Karen Burke  
UC Health

## ***Culture Fit Ain't It: Or how I Learned to Love True Diversity***

**Dave Needham, Ohos Inc.**

During this session Dave Needhman spoke about why we gravitate towards culture fit and why this isn't effective in creating strong collaborative teams. Growing up we learn that being different is bad and we do what we can to "fit-in." Dave explained that we tend to put labels on things we can't define as a way for our minds to understand and make sense of it. Hiring people just like ourselves does not cultivate diverse ideas.

His presentation mapped out the difference between "fitting-in vs belonging." When employees have to fit in they are not being their true selves and therefore do not perform at their full potential. Rather than having employees "fit-in", Dave discussed the importance for employees to feel a sense of belonging. When employees feel a sense of belonging, they are comfortable with being their true self and can perform to the best of their ability. Dave explains the idea of Physiological Safety, the freedom to disagree, be wrong, challenge ideas, ask questions, share ideas and express concerns with a team helps meet organizational goals and creates exceptional outcomes. When employees have the freedom to express themselves and challenge the status quo their capacity to perform at a higher level is enhanced.

Dave believes that hiring for culture fit is not the key to developing a strong diverse organization. Many employers are using the term “Culture- Fit” during their hiring process, but Dave challenges us to instead use the term “Culture- Add.” Rather than asking if a candidate is a good culture “Culture- Fit” ask yourself if this candidate will add to your organizational culture, what can they bring to the team that adds additional value? All of these factors contribute to loving true diversity and understanding a good “Culture-Fit” isn’t all that matters anymore.

Tori Stephenson  
Vail Health

**My Employees Are Not Coming to Work!  
How to Handle ADA/FMLA Leave Challenges  
Presented by David S Mohl, EQP**

How David was able to make ADA and FMLA information so exciting is beyond me. David’s presentation was jam packed full of great reminders, interesting updates, and humor that all HR professional need when dealing with complex state laws.

The presentation started out reminding us of who and what is covered under FMLA and how intermittent FMLA leave actually works. David reminded us that we can request the employee try and schedule medical treatment so it is least disruptive to business and that we can not require employees to take more leave than necessary. Once the employee is ready to return they must be returned to the same or an equivalent position, and if the employee informs the employer that they are not going to return to always try and get it in writing from the employee.

The second half of David’s presentation moved into ADA and prohibiting discrimination based on a disability but also that an employee must be able to perform the essential function of the job with or without a reasonable accommodation. A reasonable accommodation must be requested by the employee or someone on the employee’s behalf. David reminded us that we do not have to provide the best or most expensive accommodation, do not have to create a job, and we do not have to lower productivity levels.

David presented some really interesting cases to help us avoid pitfalls when handling FMLA and ADA events in our own organizations. It was a pleasure having David present at the CHAHRM fall conference and we all hope that he will be able to join us again.

As always you should consult with counsel before taking any actions and should not consider these materials or discussions about these materials to be legal or other advice.

Submitted by  
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