Turning people data into decisions leadership trusts

01 Opening

02 Workforce trends

03 Roundtable discussion

04 Close

Agenda

Your hosts today



Rita Neveckaite
Strategic Account Executive



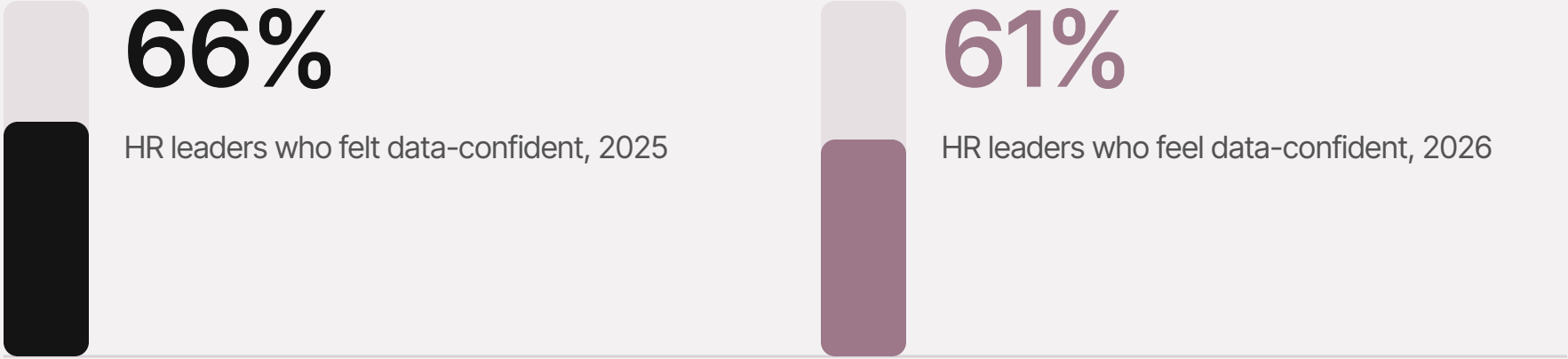
Ben Carter
Head of Strategy & Corporate Development

How the workforce is changing

Messages:

1. Data confidence is slipping
2. HR leaders may be overconfident relative to data quality
3. Weak data quality leads to lower AI satisfaction and productivity
4. Shadow AI users are highly productive
5. Data quality / readiness is essential to review and learn

Data confidence is (slightly) slipping



Source: Personio Workforce Pulse

Discuss:
How has your data confidence changed with more access to data?

Confidence doesn’t equal quality

A sharp gap exists between perception of capability and the reality of data accuracy across HR leaders.

Perceived Capability

49%

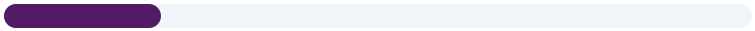
Rate their data capability as 'effective' or 'strategic'



Actual Data Quality

21%

Actually have largely complete and accurate people data



Source: Personio Workforce Pulse 2026

Discuss:

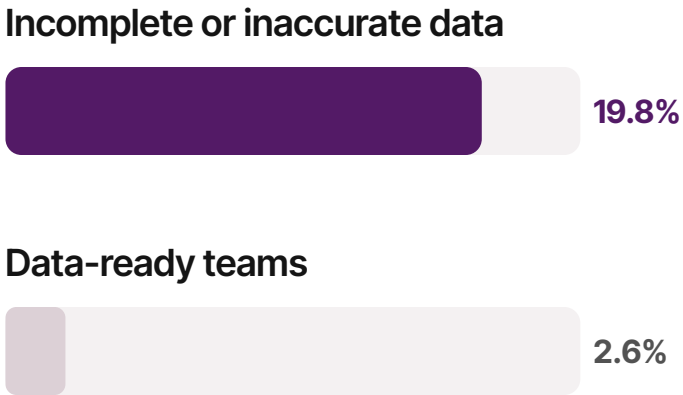
Where is your data most reliable?
Where are you making assumptions?

Weak data makes AI fall short

8x

Teams with the most incomplete people data are about eight times more likely to say AI fell short of expectations

Share saying AI tools fell short, by data quality (%)



Source: Personio Workforce Pulse

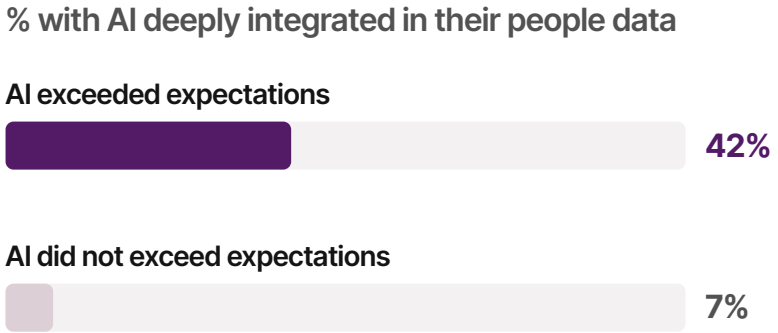
Discuss:

Have you noticed the correlation between data quality and AI tool satisfaction?
How do you ensure data quality?

Using AI isn't the gap

89%

of HR leaders use AI in HR processes



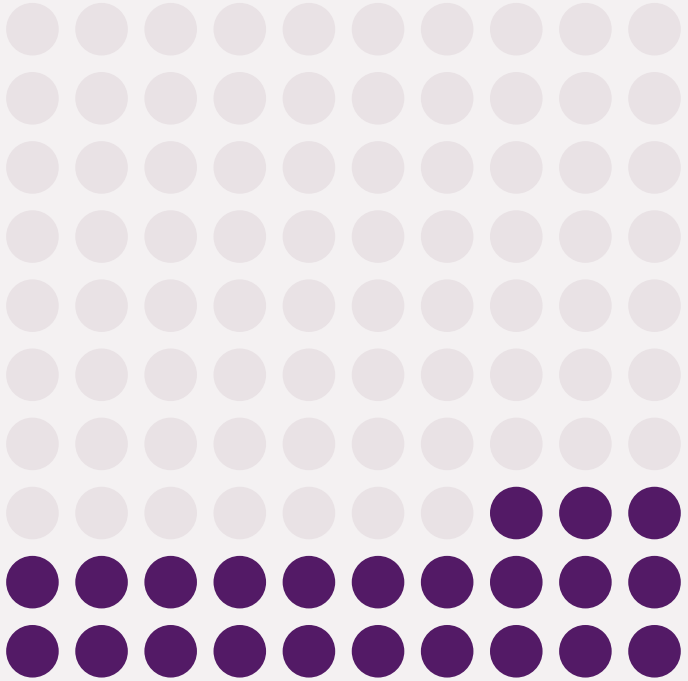
Source: Personio Workforce Pulse

Discuss:
Is AI exceeding your expectations today?

The people seeing gains are using AI in secret

23%

of employees use AI without their employer knowing



Source: Personio Workforce Pulse

Shadow users see the real gains

Share saying AI made them more productive (%)



✦ **Shadow AI users are over 5x more likely to report productivity gains than non-shadow users.**

Source: Personio Workforce Pulse

Discuss:

Why do shadow AI users report more productivity? How do you uncover shadow AI use in your business?

Wrap up: Defensible beats confident

Develop complete, high quality data sets

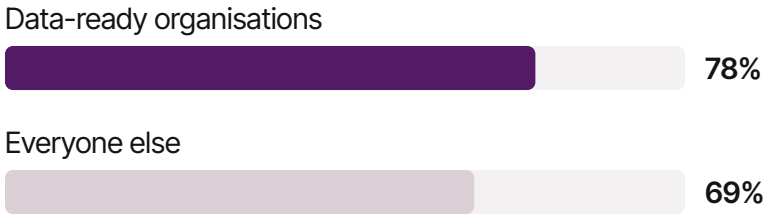
Complete, high quality data is essential to unlock AI productivity.

Deeply integrate data sets with AI tooling

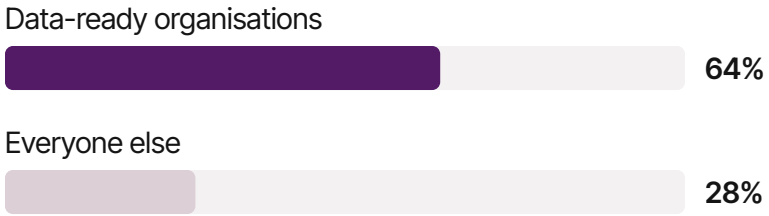
Using AI is common. Connecting it to your people data is what separates the results.

Data-ready teams leave a trail

Document their decisions



Regularly review their people predictions



Source: Personio Workforce Pulse

Defend your answer

- What would you measure first — AI usage, skills or literacy — and why that one over the others?
- What does your current data actually tell you, honestly, versus what you're assuming?
- What's the one piece of missing context that would change your answer?
- If your CFO asked 'how do you know?' tomorrow, what is your recommendation — in one sentence?
- Where does the next investment go: tools, training or governance? Defend the choice.

Three moves this week

Three moves this week

Name the decision-changing data point

Pick one decision you're due to make this quarter and name the single data point that would actually change it.

Stress-test your last three recommendations

Ask whether each would survive 'how do you know?' If not, that is your next data-quality fix.

Set the bar before approval

Before your next AI or analytics project gets funded, define the one completeness or accuracy metric it has to hit first.

Thank you!