

Being
(even more)
human

EgonZehnder

Tech in HR is already here



agree that
digital technologies
will fundamentally
change HR



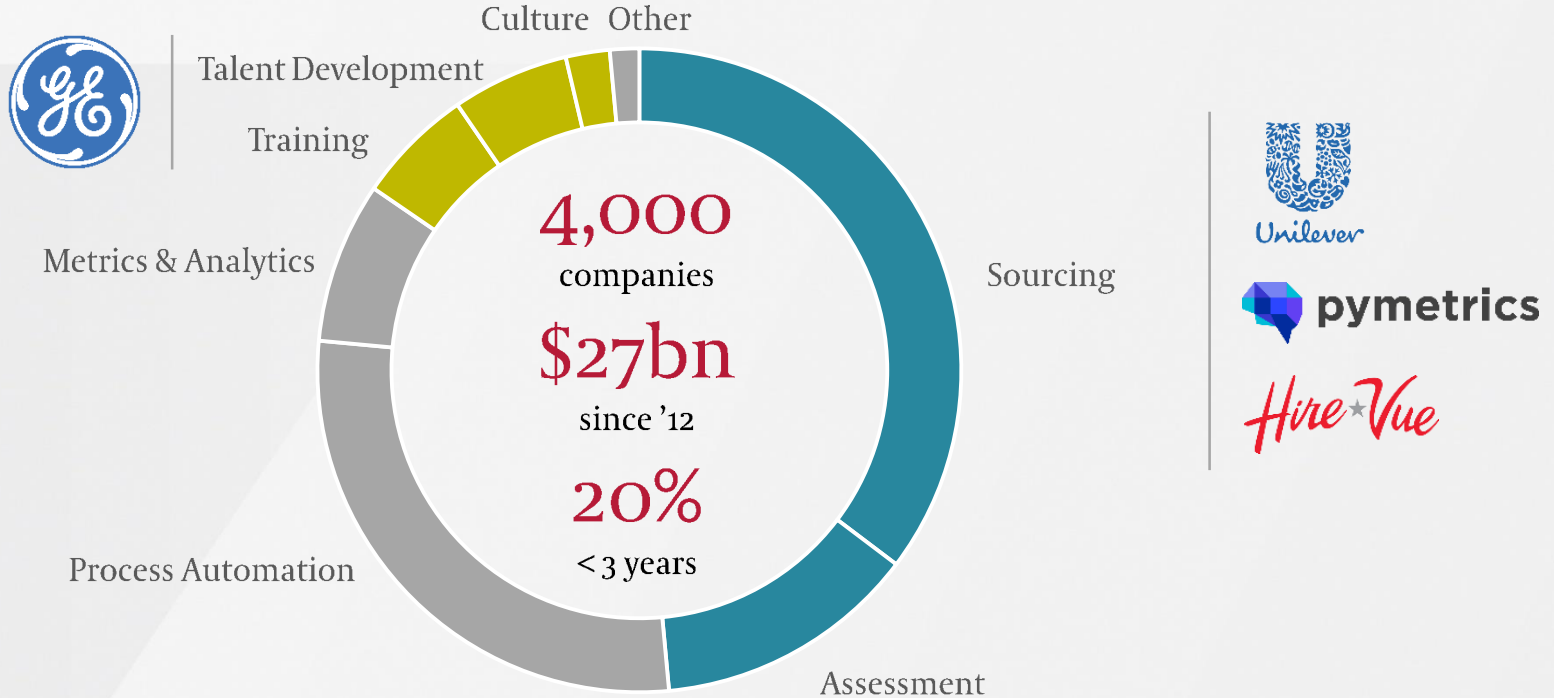
of respondents
use AI in at least
1 HR process



expect to use AI
in at least 1 HR
process in 2 years

Source: Bain HR Decision Maker Survey, May 2018 (N=500)

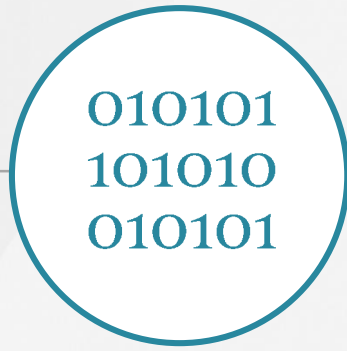
The market is huge and growing



But we have a long way to go



Tech
Platforms



Data
Quality



Analytics
function



Ethics



EgonZehnder

Our Egon Zehnder journey

Running before walking

Data strategy

Delivery

Test and learn



**WITH SOME NEW NEWS,
COLIN'S BACK.**

[CLICK HERE](#) FOR MORE SEARCH S.O.S.

Efficiency in the
search process

And using data-driven insights to augment our judgment

Talent insights



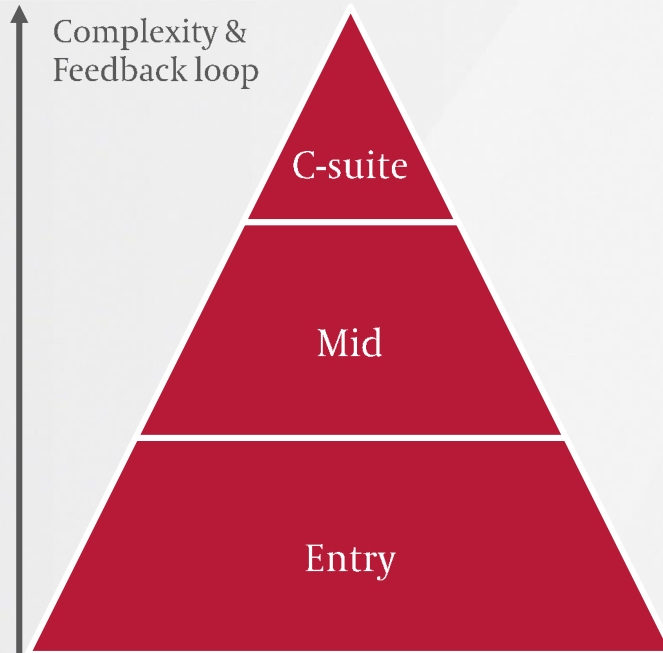
Leadership potential



Tech partnerships



In this new world, how do you define leadership success?



The human side of leadership is more relevant than ever

79%

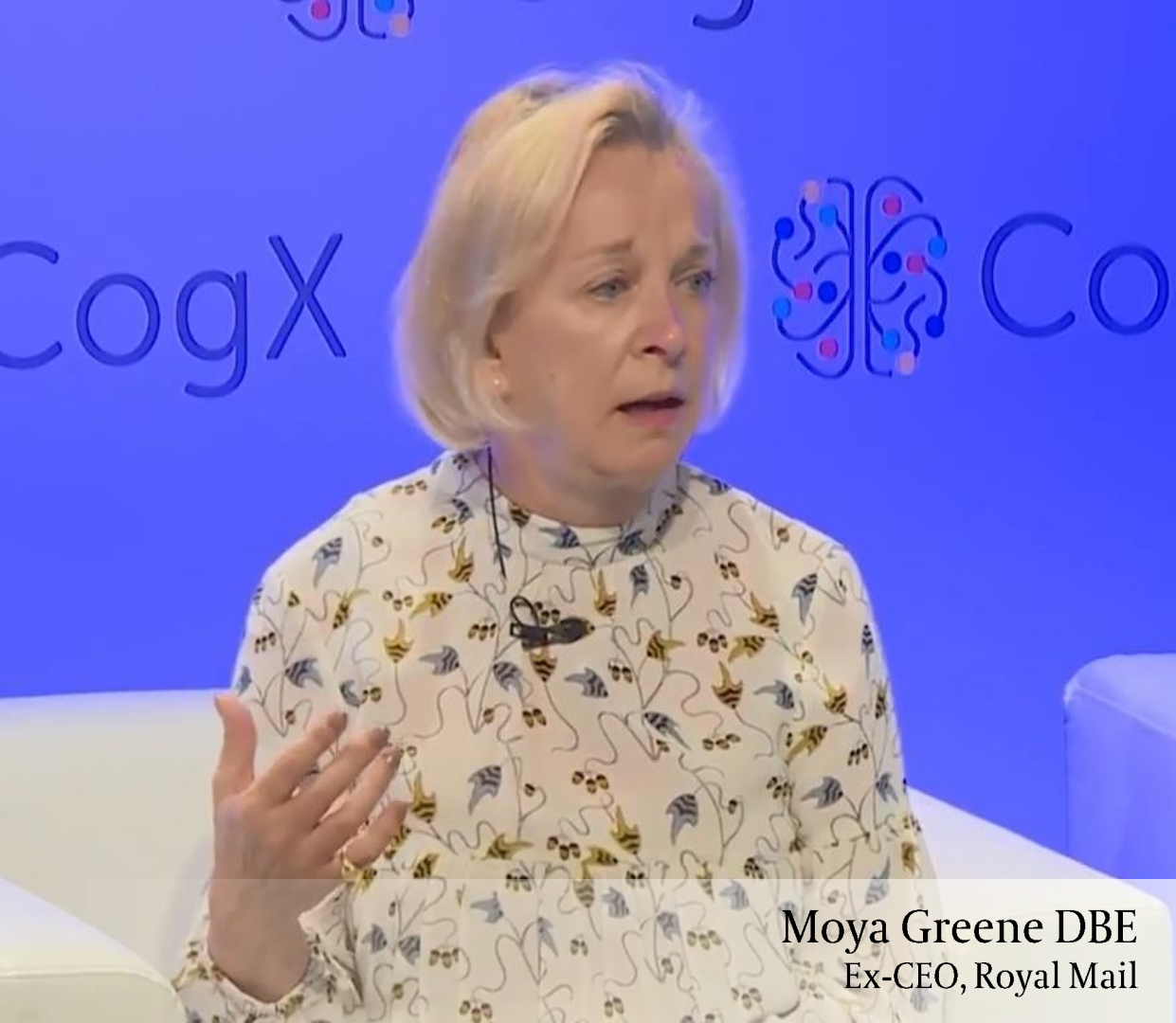
of CEOs agreed or strongly agreed that they need the capacity to transform themselves as well as their organization

**Executive
Breakthrough
Program**

*The CEO:
A Personal
Reflection*

ADAPTING TO
A COMPLEX WORLD

Spring 2018



Moya Greene DBE
Ex-CEO, Royal Mail

Change is inevitable-
but difficult

50%

of CEOs
found driving
change more
difficult than
expected

**Rise of the
Chief People
Officer**

Leverage technology but
DOUBLE DOWN
on the human element



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Karim is a partner at Egon Zehnder in their Technology Practice based in London. He advises large corporations, private equity & VC firms at Board/C-suite/founder level on exec search and leadership development. He also leads Egon Zehnder's internal data talent platform to drive efficiency in the search process and build predictive capabilities. Prior he was Global Head of Propositions & Sales at Sony Ericsson Mobile, where he led early investments in the Android platform. He launched his career at Diageo where he held a range of brand and commercial roles in North America, Africa, and Europe.

He is a frequent speaker at NOAH, CogX and other tech incubators on "human judgment and AI" and "how to spot leadership potential in entrepreneurs". He is also an investor in agritech, legaltech, healthtech and D2C.