



HOUSE OF
VISIONARIES
SCALE

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Moments that matter

Automate the predictable... and
create "wow" in the moments
that matter!

MAY 2026

Hosted by



Thoughts from Bond



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This is how we're thinking about Human Vs Machine at Bond.

This comes off the back of 100s of conversations with the best people leaders across the US and EMEA.

Our talent partners are coming up with the answer for our clients, but this is directionally where we see a hybrid blend making the most impact.

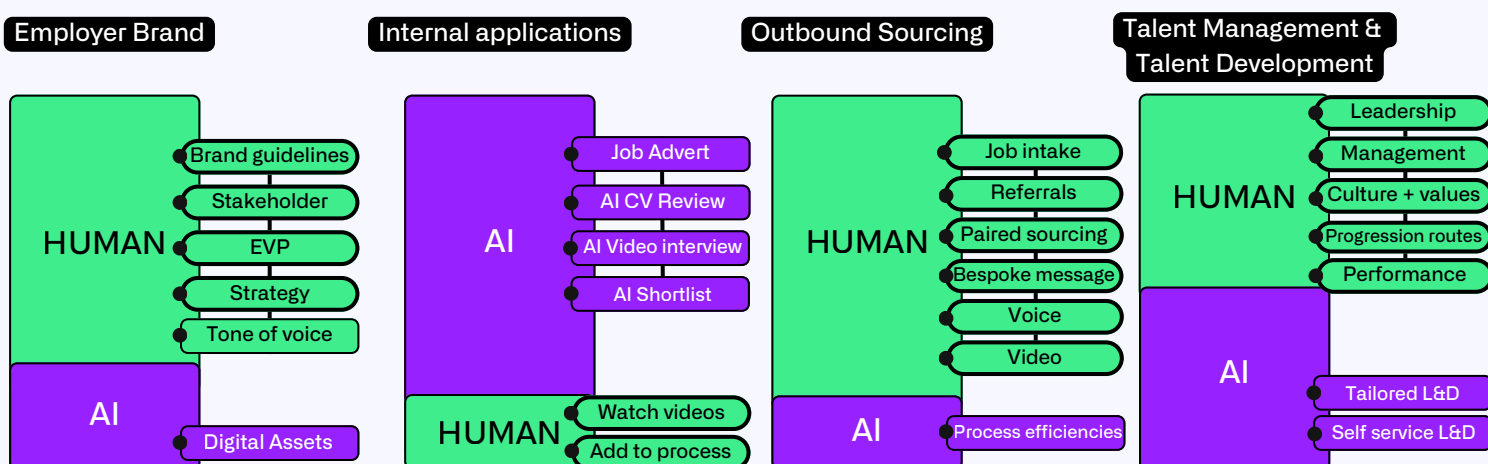


Ryan O'Hara

Community Manager @ House of Visionaries
Co Founder @ Bond

Human vs AI

What is the perfect blend of Human and AI for our HR & TA functions?



Find out more about our Embedded model



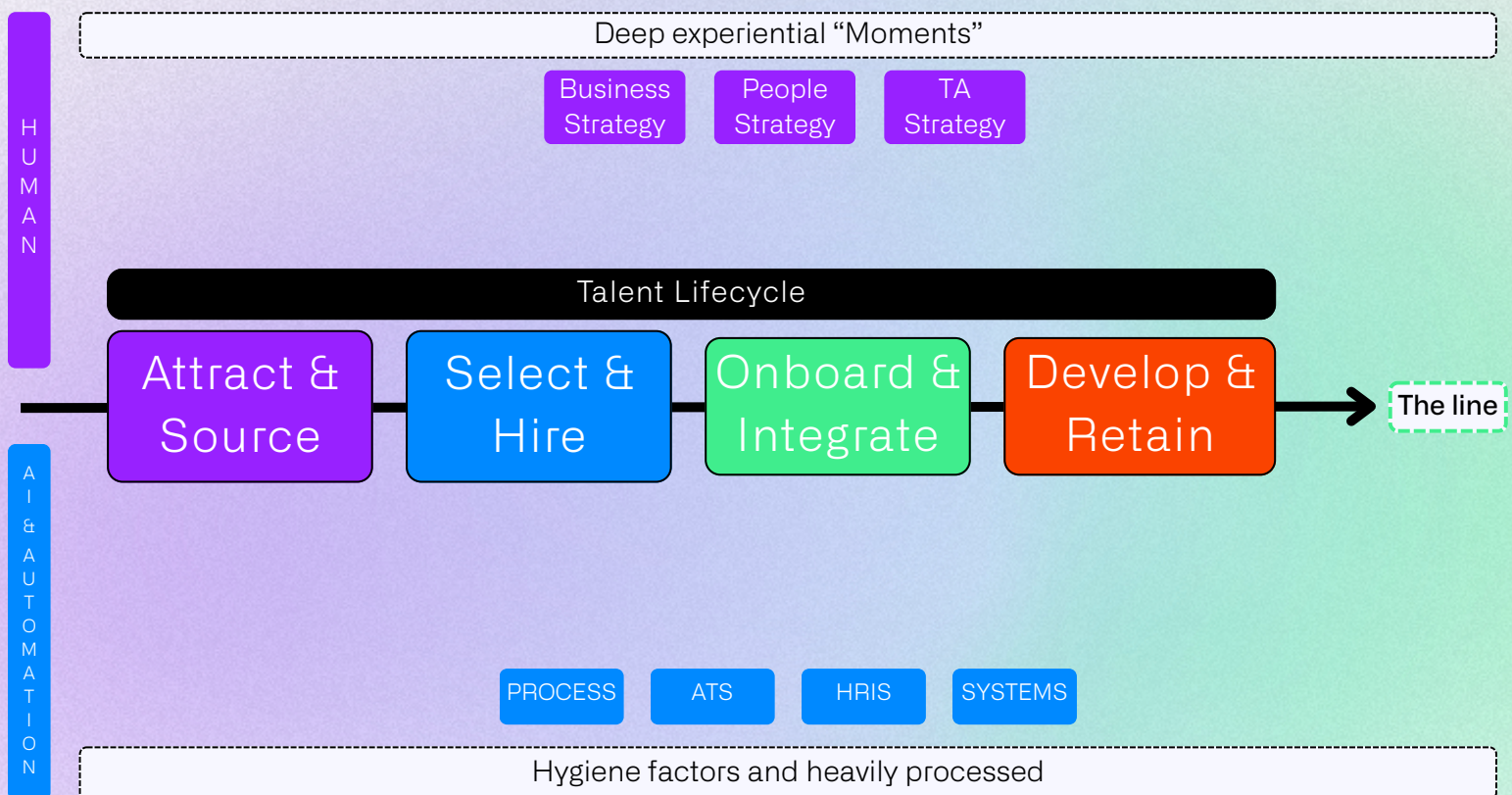
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Model for our discussion

We asked senior people leaders to discuss which of these broad end to end talent lifecycle stages should be more human or machine-led, today and in future?

We know our operating model will become increasingly tech led, human in loop, but what will be the moments that matter? Where will our human interactions make the biggest difference in delivering memorable talent experiences?



Above the line = more human weighted and opportunity for experiential differentiation

Below the line = more hygiene, process driven, more machine and automation

(there is of course significant nuance)

1

Attract & Source



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From a candidate first hearing about your organization, through establishing those first discovery moments about a role.

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Employer Brand

Establishing your unique voice, values and creating a market position

Compensation Strategy

Building a well researched and strategic plan for scale

Total Rewards Strategy

Crafting a basket of flexible benefits that support attracting the right talent

First contact

Making the first touch point / experience of your brand / process with a person

Candidate Outreach

Situational and using AI to support personalisation, not outsourcing the message

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Employer Brand

Building out content/ assets at scale and the streamlining execution layer

Research

Market mapping, salary and benefits benchmarking + building out talent pool strategy

Nurture Campaigns

Keeping talent pools warm and engaged with value add and enticing content

TA process support

Writing of consistent job ads / descriptions + detecting fraud throughout the process

2

Select & Hire



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The end to end talent acquisition process.
Establishing fit and having the candidate sign,
fired up to move the company/mission forward.

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Offers & Negotiation

Deeply understanding drivers
and motivation to get the
right candidate excited

Leadership Hiring

High human touch and
experience strategy always

Application Review

Stack ranking and AI assisted
application reviews. Human
in loop. Higher volume =
more assistance

Initial Screens

AI can play more of a role
where the volume is higher or
lower skilled workers

Interview Scheduling

Remove all friction for TA,
HMs and candidate

General mindset

Things should be more human the:
Higher the skill
Lower the availability of talent
Later in the TA process or stages

Candidate Assessment

A blend of human and AI
assistance. AI the support on
the humans shoulder

General mindset

Things should be less human the:
Lower the skill
Higher the availability of talent
Earlier in the TA process or stages

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Onboard & Intergrate



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The end to end talent acquisition process.
Establishing fit and having the candidate sign,
fired up to move the company/mission forward.

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Pre Onboarding the person

Build excitement and
maintain engagement from
contract signing to day 1

Culture & Values

Making sure the culture is truly
felt as well as understood
through first weeks

Onboarding the person
Buddy assigned and team
intergration ceremonies
organised in advance

Onboarding the worker
1:1s with manager. Clear
expectations and 30 / 60 / 90
day goal setting. Cross
functional meet and greets

Perfromance Reviews
Human led. AI should assist
with surfacing insights,
preparing individual and
scheduling in at right
cadence

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Onboarding basics
A nurture campaign and self
serve way to understand
operational norms, systems and
sign off process flows

New Hire UX Surveys
Establish what lands and what
misses. Iterate!

Onboarding basics
Logins, Tech and systems access
prior to day 1. Payroll and
benefits automatically lined up
for day 1

Welcome swag and moments
Beautifully branded, high impact
touches and merch

4

Develop & Retain



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Build the best and provide them a platform to fulfil their potential.

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Bitesize L&D

Lunch & learns
Hackathons
Spotlights

Retention

Stay and retention
conversations +
exit interviews

Change Management

Engaging staff with material
changes to company or team
vision and strategy

Coaching & Feedback

Regular in the moment
&
Reflective against longer
term personal and company
goals
&
from a diverse range of
perspectives i.e 360

Succession Planning
HRIS and AI should
support strategic
conversations
amongst leadership

Recognition
Human delivered.
Automatic
prompting

Personalised L&D
AI helping to synthesize and
provide bespoke learning
pathways and support
managers to deliver

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Analytics
AI should support
synthesising feedback /
engagement. Flag retention
risks and support internal
mobility programs

Coach and thought partner
AI should help with the
curation of PDPs - support
self serve learning and
development from a central
L&D knowledge base

Accountability Coach
Timely nudges and thought
provokers through
performance cycle

Career Pathing
Internal tool to help individuals
map out career against known
team structures, job families
and JDs

Moments that Matter



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"I genuinely believe that once we crack this agentic / maximise the value of AI stuff, so much of our world will feel very samey.

Our competitive advantage in attracting and keeping the best talent will come down strong emotive moments with their employer, with their work.

I'm talking about moments, at and around work, that that people will never forget.

Whether someone is successful in a hiring process or not, stays at the company for 18 months or 18 years.

Ones that maybe become legend."



Tom Foreman

Community Director
@ House of Visionaries

WORKSHOP:

Moments that matter

What are the WOW moments we want to create?

Visionary ideas



25 mins

Whats the coolest experience you have ever heard of?
How could it have been even better?

Which moment has the biggest emotional impact,
positive or negative, through the talent lifecycle?

Which touchpoint, if done brilliantly, would make
someone rave about their experience?

Find out more about our Embedded model



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Wow moments



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Ideas captured from a short collaborative workshop

No work week

Time to deeply understand the product, use it, understand the customer and the mission. Meeting everyone outside your function and immediate team

Happy Hour+

A social event bringing together employees, their families and clients / partners with families

Manager for a day

Providing able and aspiring staff to live a work day in the shoes of their leadership

Mentorship 2.0

Individual and small group mentorship opportunities with most senior leadership at company

Leadership Microments

Building systems and making it easy for leadership to remember what matters most to their people

Reverse Interviews

Providing opportunity for top talent to interview business and leadership on their terms

Manager for a day

Providing able and aspiring staff to live a work day in the shoes of their leadership

Simple Fun

- Paired, interest based, vibe coding experiments
- Shared playlists
- Get to know me slides
- Design company merch

Cohort onboarding

Branded, in person, experiential and forming the start of their L&D journey at company

Free Play Learning

Freedom to learn whatever. Provided you share back what you learnt from half day / day with everyone

Patient / Client Stories

Hear directly and regularly from the people your company serves. To stay connected to the mission

Love bombing

Getting members of the team to share how excited they are about you joining before the day. Videos, photos and sharing

Candidate Fit

Building system / process to fit candidate to a role made for them Vs what they think is right one at company

Target Salary

Reframing for a credible target vs. sharing a range



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