



HOUSE OF  
VISIONARIES

powered by  BOND

# Talent Engineering

Building the new standard for  
modern TA

REPORT - JUNE 2026

Sponsored by

**Ashby**

Hosted by

**LinkedIn**



# Good isn't good enough!



**Ryan O'Hara**

Community Manager  
Co Founder @ Bond

“The conversation around AI has moved on quickly. We're no longer just asking, “What tools should TA teams be using?”

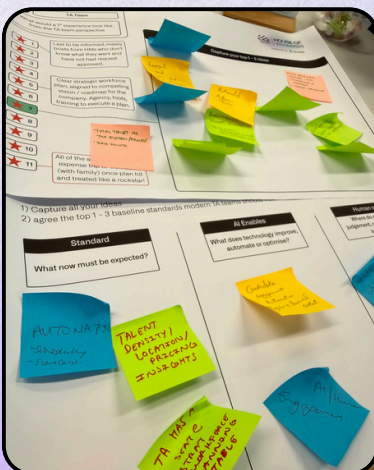
The bigger question is. How do we redesign the way Talent Acquisition actually works?

Because “good TA” has moved on.

The business now expects better planning, sharper insight, more challenge, more visibility, smarter use of AI, and a better candidate experience.

The best teams are building a better operating system!

The ambition for the event. Build the new baseline for modern Talent Acquisition.”



Find out more about our Embedded model



# Talent Engineering



**Lucy Szypula**

Head of Talent  
@ hyperexponential



[Download slides](#)

Lucy's talk was on building an AI-native talent function, and why the real question is not what time gets saved, but what gets better because of it. She believes that efficiency is too small a goal.

She shared passionately how AI fluency starts with her and challenged leaders in the room to build around your function, not bolt on tools.

She's made it automation and AI leverage explicitly part of the TP competency framework + every team 1:1 starts with asking "what have you achieved with AI this week" and a two way knowledge sharing exercise.

Matt brought both method and evidence. Sharing how agentic infrastructure helped turn a 2-day+ planning cycle into 20 minutes.

Matt shared how he started with building a system and its importance.

With the ATS as the data layer, a record of everything within the end to end talent lifecycle.

Then how that is surfaced through an MCP and used by an agentic skills layer.

His Talent OS mapped a clear path to a fully AI orchestrated level of TA intelligence.



**Matt Doucette**

Global Director of TA  
Ex Monster, Meta, Amazon



[Download slides](#)



# "Art of the possible"



**Caitriona  
Staunton**  
VP People



**Jim  
Miller**  
VP of People  
& Talent

Most teams start from constraints.

Art of the Possible asks them to temporarily remove those constraints and design from a blank page. (existing systems, processes, team structures)

Most talent teams ask what their ATS can do.

The three questions worth asking: what should humans do, what should technology do, what shouldn't exist at all?

Your company has multiple different operating principles, values or objectives you need to consider as inputs. When you start designing from that perspective, you might surprise yourself.



**Clarify:**

where are we now, what's causing friction, what problem are we solving?

**Ideate:**

what would great look like with no constraints?

**Develop:**

what processes, behaviours, and tools support that future state?

**Implement:**

what can change today, without needing to change everything at once?

**Measure & reiterate!**



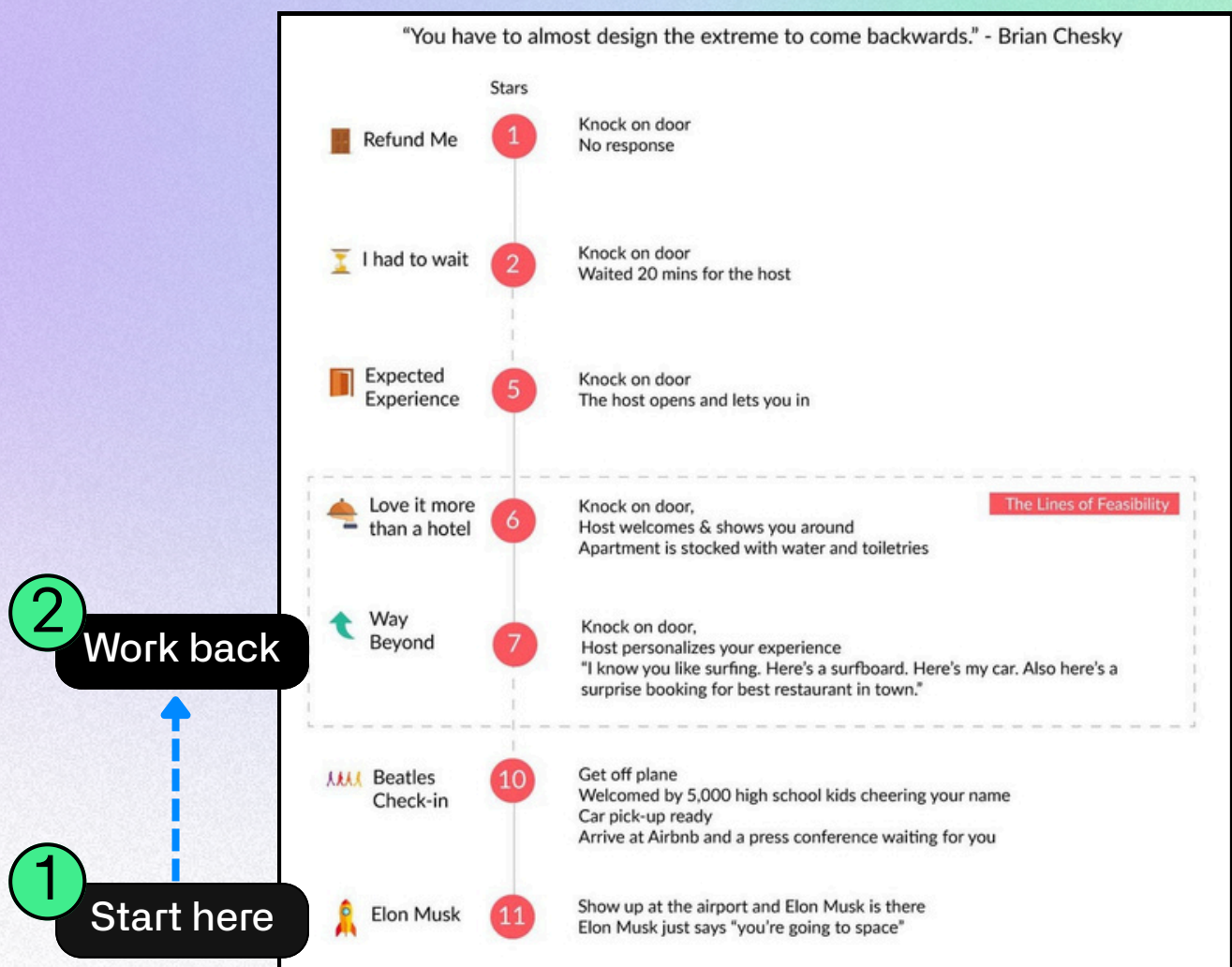
# 11\* Airbnb Framework

This is a customer experience design framework. One to get the team at Airbnb to dream bigger and bolder.

If we start with “how do we make what we do today a bit better” guess what. You rarely come up with truly brilliant ideas.

If you start with what is the most awesome experience you can possibly think of.

You have the potential to change the game... and then you can worry about how you make it happen.





# Designing the New Baseline for TA

1

## Think big

We started by dreaming up the most amazing experiences for the business, candidate and our TA teams.

2

## Define the baseline

We then asked what is now non negotiable in the era of AI? What should TA deliver as a new standard?

3

## Engineer the change

We rounded off with what needs to be true to deliver on this ambitious new standard for TA.



## Our 3 lens



The Business



The Candidate



The TA team



# 7\* Talent Engineering experience?



The Business

Bold Ideas

## Internal market place for skills / outcomes

A live internal market where leaders can draw down on the people and agents they need. Work “projects” last 9 – 12 months and skills are pointed where it matters most.

## Real time workforce planning

Hiring processes are started before the business catches up and realises what it needs. Powered by a business strategy agent and offboarding agent that knows what knowledge and skills are leaving the company.

## C-suite live screens dashboard

Talent is mapped and TA data surfaced directly to c-suite in real time to demonstrate the impact. Internal mobility surfaced and the data set becomes interrogatable through voice.



# 7\* Talent Engineering experience?



The Candidate

Bold Ideas

## Coached through process with AI

Contextualised interview around their experience. No two interviews are the same. Optional playback of results to aid understanding.

## Radical transparency.

A portal where you can understand how many people are in the process, how long is left at each stage, feedback as you progress + all the information you need to prepare well.

## Career support for unsuccessful candidates

An online learning environment, tailored to direct feedback from the interview process. TA can observe progress and use for future talent pooling.



# 7\* Talent Engineering experience?



The TA team

## Bold Ideas

### AI concierge

A clued up agent that provides bite sized feedback to the recruiter, the hiring manager and candidate. Supports from HM business partnering convo to decision.

### Global referencing transparency

A trusted source of truth for verifying previous experience, with an intuitive traffic light system and sources.

### Zero admin, full trust

TA becomes a relationship and partnership function. When X3 candidates are put forward, they are all at or above the hiring bar and the assessment process can be explicitly trusted.



# What is the new baseline for modern TA?

## 10 Talent Engineering Standards

- 1 Every recruiter should be AI fluent
- 2 Every TA team should use AI to reduce admin and increase advisory work
- 3 Every TA function should earn a seat at the strategic workforce planning table
- 4 Every talent process should create better market intelligence
- 5 Every role should start with a sharper success profile
- 6 Every candidate and new joiner should know where AI is welcome and how to show good judgement in using it
- 7 Every interview should be contextual to the candidate. tailored questions based on background, gaps etc
- 8 Every candidate should receive clear, useful feedback
- 9 Every TA team should nurture talent before it is needed. Building stronger pools, referrals and risk strategies
- 10 Every hiring team should share the same goals and have the same performance language





# What needs to be true to enable this?

## People & Capability

- Clear expectations on AI fluency across TA, hiring managers and leaders.
- Upskilling and L&D to build confidence, not just tool access.
- Build days to help teams bridge the gap between ambition and practical use.
- Stronger judgement on what to work on, when to test, and when to scale.
- Capability to move from experimentation to deployment, not just ideas.

## Process & Governance

- Crystal clarity on the business goals the TA function is trying to serve.
- Governance where it matters most, without slowing everything down.
- Named accountability for outcomes.
- Clear ownership for scaling and deployment.
- Accountability for impact, so experimentation does not become wasted effort.

## Tech & Intelligence

- Secure, clean and accessible data.
- Better clarity on which tools matter, in a market with hundreds of new options.
- Scaffolding between technology and governance.
- Product-style thinking: move from 0 to 1, then from 1 to scale.
- Intelligence that helps teams decide where AI creates genuine value.

## Culture & Behaviours

- Leadership sponsorship from the top.
- CEOs and senior leaders visibly backing the change.
- Leaders setting the tone by using AI themselves.
- A culture of experimentation: test, try, learn.
- Freedom to explore, balanced with responsibility for outcomes.
- A mindset that promotes progress over perfection.

Freedom to experiment, accountability for outcomes.



# Where next...

The community is co-created and we  
will always design the value add  
experiences you need.

Reach out to the team to kick around  
your future focused ideas...

**Tom Foreman**

Community Director  
House of Visionaries



**Ryan O'Hara**

Community Manager - House of Visionaries  
Co-Founder @BondGlobal



**Robert Hussey**

Community Manager - House of Visionaries  
Managing Partner @BondGlobal



HOUSE OF  
VISIONARIES

powered by  BOND



