



Expert Webinar: AI in HR: Top 5 Risks and Opportunities

PRESENTED BY:



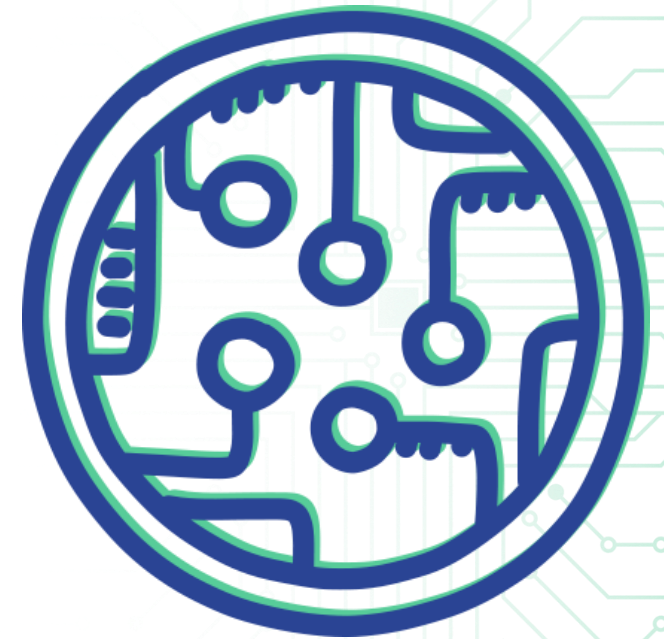
Eli Makus

Managing Partner, Van
Dermayden Makus Law
Corporation & VM Mastered



Oliver McKinstry

Vice President & Associate
General Counsel, DaVita





Consistently document
performance concerns.



Drive best practices
in documenting issues.



Conduct investigations
if they escalate.



Enable your employees to
anonymously report issues.

HRACUITY®

The *leader* in strategic
employee relations from
issue through aftercare.



Uncover trends to proactively
prevent future issues.

The Leader in Employee Relations



Employee Relations Benchmark Study

The **go-to** resource for ER leaders, packed with valuable insights and data.



Employee Relations Quotient (ER/Q)

The **first-ever** maturity model for Employee Relations.

EMPLOYEE RELATIONS QUOTIENT

ER/Q



empowER™

The largest free-to-join online community **exclusively** for ER professionals.



ERroundtable™

Our annual event connects **over 400** global ER leaders to learn, share ideas, network and more.



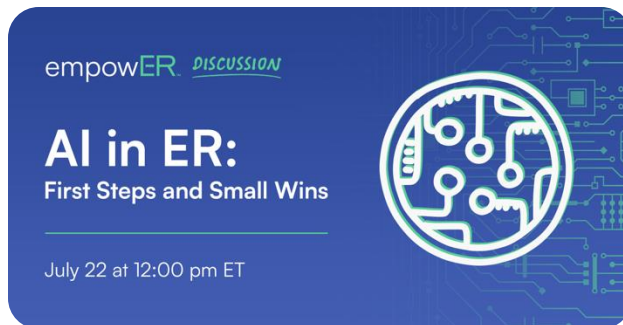
Important Dates & Upcoming Events



June 12
Out now!



June 24
2:00 PM ET



July 22
12:00 PM ET



Oct. 28-29
In-Person Event

Donation

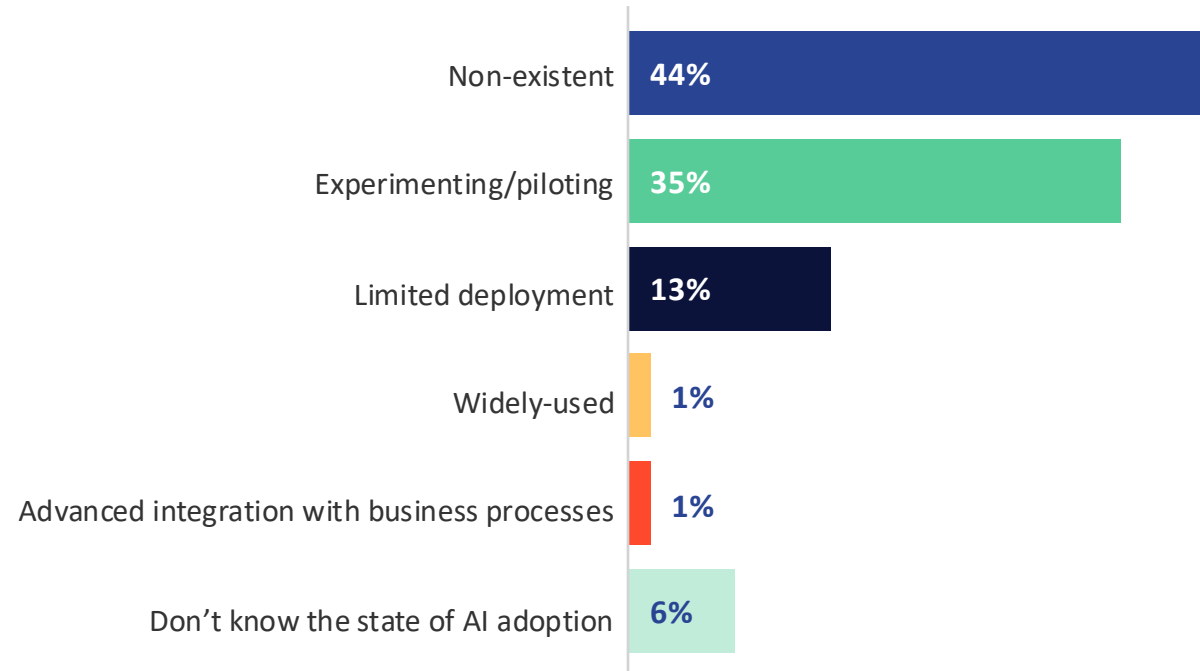
Just in Time for Foster Youth

- Just in Time for Foster Youth is a San Diego-based nonprofit dedicated to empowering young adults aged 18–26 as they transition out of the foster care system.
- JIT centers its mission on building consistent, caring communities, connecting youth with mentors, peers with lived experience, and volunteers who help them gain self-sufficiency in housing, education, career, and financial literacy.



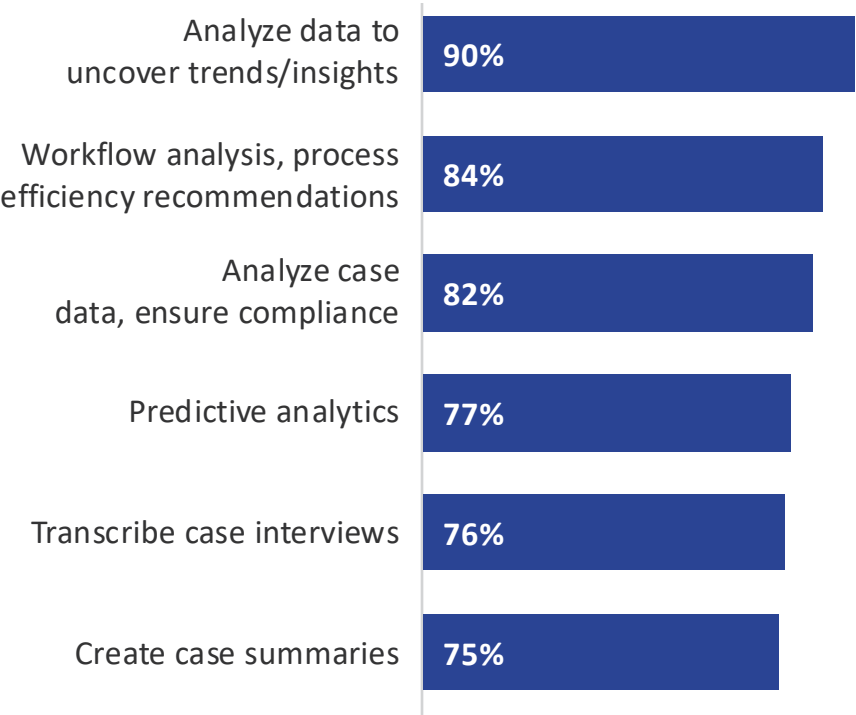
Some are experimenting with AI, but limited adoption suggests barriers exist

Which statement best describes your organization's approach to AI for employee relations?

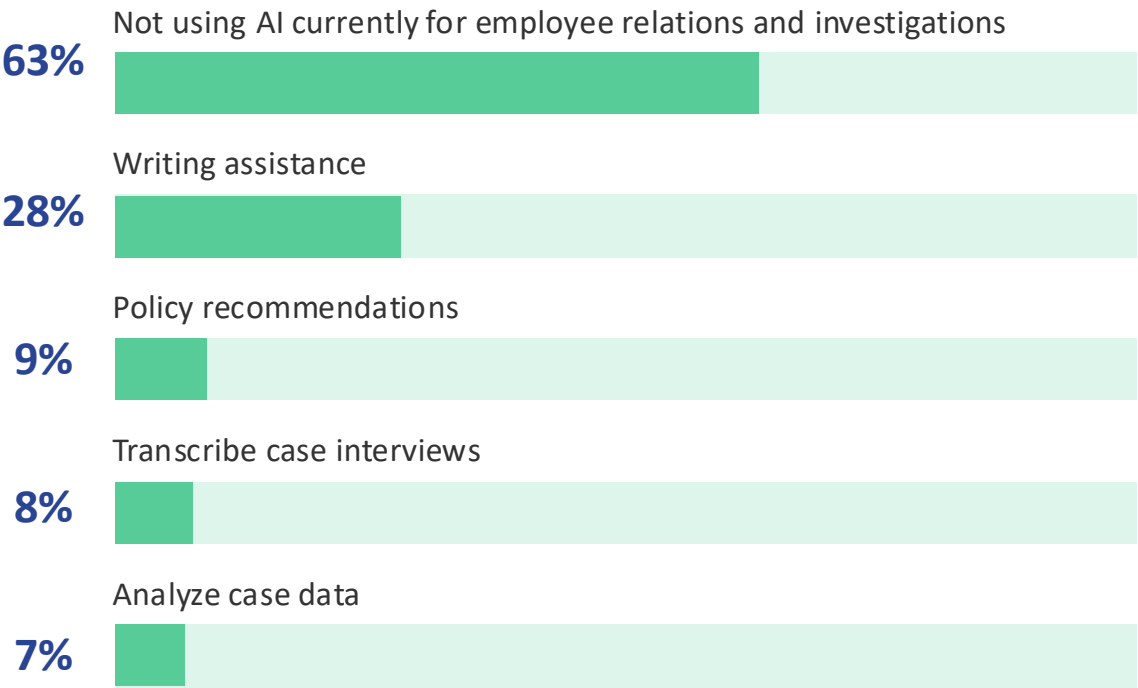


Low adoption implies that organizations face challenges getting started and ensuring ethical, responsible use

2023 Results: Top areas of interest for AI



Use of AI for employee relations and investigations in 2024



Welcome Our Guest Speakers



Eli Makus

Managing Partner,
Van Dermeyden Makus Law Corporation &
VM Mastered



Oliver McKinstry

Vice President & Associate General Counsel,
DaVita



**VM
MASTERED®**

Training for Internal Investigators
A Division of Van Dermyden Makus



AI in HR: Top 5 Risks and Opportunities

June 12, 2025

AI in the Workplace

58%



AI in the Workplace

- ⇒ Efficiency
- ⇒ Information Access
- ⇒ Innovation
- ⇒ Work Quality



AI in the Workplace



48%

Uploaded sensitive
company or
customer
information



66%

Relied on AI output
without evaluating it

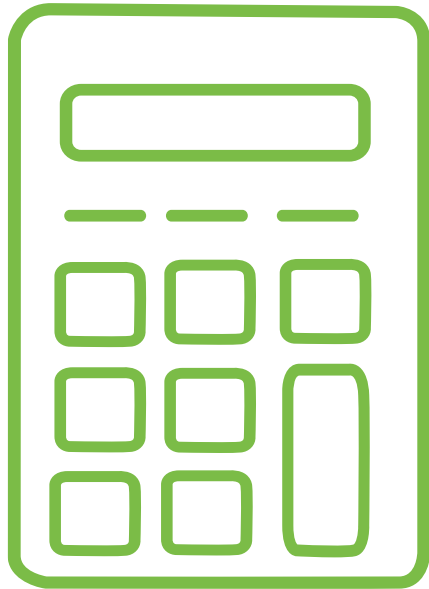


56%

Made mistakes in
their work due to AI



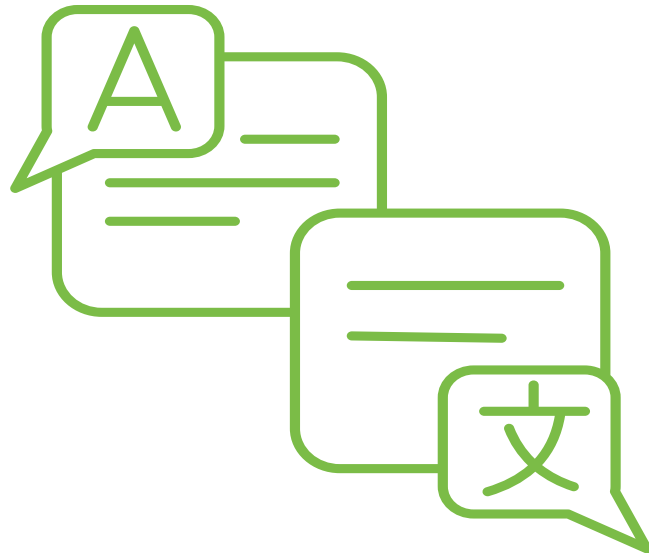
Deterministic vs. Probabilistic Technology



Deterministic Technology

- ⇒ Conclusions are predetermined
- ⇒ Output is consistent under the same conditions

Deterministic vs. Probabilistic Technology



Probabilistic Technology

- ⇒ Decisions based on probabilities, rather than certainty
- ⇒ Output is inconsistent under the same conditions

Variations in How AI is Used

GENERATIONAL

SOCIOECONOMICAL

ORGANIZATIONAL

INDIVIDUAL COMFORT

*Lack of Clear Direction on Best Practices for
Using AI in Human Resources*



AI in HR: Top 5 Opportunities



Opportunity #1

AI Agent as an HR
Assistant or
Generalist



Opportunity #2



Summarizing and
Triageing
Conversations

Opportunity #3

Benefits
Personalization
and Cost Analysis



Opportunity #4



Employee
Relations and
Investigations

Opportunity #5

Performance
Development
Reviews and Talent
Tracking



AI in HR: Top 5 Risks



Risk #1



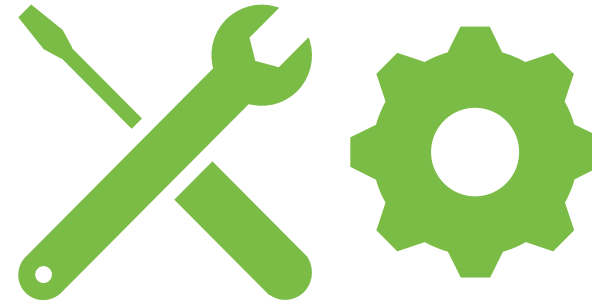
Using AI to Make
Employment
Decisions

Risk #2



Hiring Decisions
Without Human
Judgment

Risk #3

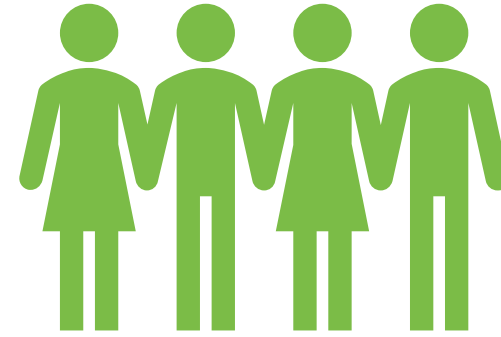


Bias Built Into
Any AI System

Risk #4



Loss of Real
Listening Skills



Risk #5



Reduced Reliance on
the True Value of HR
Professionals

What does this mean for HR Professionals?



Don't Be
Left Behind



Recognize
Limitations



Support
Tool



Analyze the
Risks



Independent
Judgment

QUESTIONS?



Eli Makus

Van Dermeyden Makus Law
Corporation & VM
Mastered
erm@vmlawcorp.com



Oliver McKinstry

DaVita
oliver.mckinstry@davita.com

