

## References

*AI in Talent Management: 6 Ways for HR Pros to Harness the Power of Machine*

*Learning* | Zavvy. (n.d.). [https://www.zavvy.io/blog/ai-talent-management#:~:text=92%25%20of%20HR%20leaders%20state,\(Bain%20%26%20Company\)](https://www.zavvy.io/blog/ai-talent-management#:~:text=92%25%20of%20HR%20leaders%20state,(Bain%20%26%20Company))

Altman, E. J., Kiron, D., Schwartz, J., & Jones, R. (n.d.). *Workforce Ecosystems: Reaching Strategic Goals with People, Partners, and Technologies*. MIT Press.

*Becoming an AI-fueled organization, State of AI in the Enterprise, 4th Edition*. (n.d.).

Deloitte Insights. <https://www2.deloitte.com/us/en/insights/focus/cognitive-technologies/state-of-ai-and-intelligent-automation-in-business-survey.html?id=us:2el:3pr:4di6462:5awa:6di:MMDDYY:&pkid=1006825>

Ellingrud, K., Sanghvi, S., Dandona, G. S., Madgavkar, A., Chui, M., White, O., & Hasebe, P. (2023). Generative AI and the future of work in America. In *McKinsey & Company*. <https://www.mckinsey.com/mgi/our-research/generative-ai-and-the-future-of-work-in-america>

Hougaard, R. (2024, January 18). *The best leaders can't be replaced by AI*. Harvard Business Review. <https://hbr.org/2024/01/the-best-leaders-cant-be-replaced-by-ai>

*How to capitalize on generative AI ^ S23061*. (n.d.). HBR Store.

<https://store.hbr.org/product/how-to-capitalize-on-generative-ai/S23061>

Leiden, E. (2024, February 1). *Generative artificial intelligence and the workforce — the Burning Glass Institute*. The Burning Glass Institute.

<https://www.burningglassinstitute.org/research/generative-artificial-intelligence-and-the-workforce>

Riedl, C., Kiron, D., & Altman, E. J. (2023, April 13). Workforce ecosystems and AI.

*Brookings*. <https://www.brookings.edu/articles/workforce-ecosystems-and-ai/>

Signal AI. (2024, February 26). *96% of business leaders and decision makers*

*believe using AI will transform how decisions are made - Signal AI.*

[https://signal-ai.com/press\\_release/95-7-of-business-leaders-and-decision-](https://signal-ai.com/press_release/95-7-of-business-leaders-and-decision-makers-believe-using-ai-will-transform-how-decisions-are-made/#:~:text=Gartner%20predicts%20that%20by%202030,global%20AI%2D)

[makers-believe-using-ai-will-transform-how-decisions-are-](https://signal-ai.com/press_release/95-7-of-business-leaders-and-decision-makers-believe-using-ai-will-transform-how-decisions-are-made/#:~:text=Gartner%20predicts%20that%20by%202030,global%20AI%2D)

[made/#:~:text=Gartner%20predicts%20that%20by%202030,global%20AI%2D](https://signal-ai.com/press_release/95-7-of-business-leaders-and-decision-makers-believe-using-ai-will-transform-how-decisions-are-made/#:~:text=Gartner%20predicts%20that%20by%202030,global%20AI%2D)

[derived%20business%20value.](https://signal-ai.com/press_release/95-7-of-business-leaders-and-decision-makers-believe-using-ai-will-transform-how-decisions-are-made/#:~:text=Gartner%20predicts%20that%20by%202030,global%20AI%2D)

*The state of AI in 2023: Generative AI's breakout year.* (2023, August 1).

McKinsey & Company.

[https://www.mckinsey.com/capabilities/quantumblack/our-insights/the-state-](https://www.mckinsey.com/capabilities/quantumblack/our-insights/the-state-of-ai-in-2023-generative-ais-breakout-year#leading)

[of-ai-in-2023-generative-ais-breakout-year#leading](https://www.mckinsey.com/capabilities/quantumblack/our-insights/the-state-of-ai-in-2023-generative-ais-breakout-year#leading)