

Rethinking HR Practices

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March 5, 2022



What This Deck Contains

- Get the enterprise ready for use of behavioral predicting tech
- Get HR ready for the use of bots within the enterprise

Background...

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- Skim this deck:
 - [“The Sky Isn’t Falling But Security Models Must Change”](#)
 - It uses an example of Malicious Molly who leverages AIAR contact lenses and glasses to write an HR assessment, as well as predict HR people’s behavior interviewing her for the job
 - Then skim to the slide talking about Affectiva
 - Finally, review the deck portions where it discusses bots
 - My point? The revolution of leveraging this type of tech is now here on your HR doorsteps

The Sky Isn't Falling...

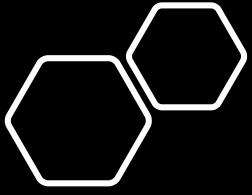
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- This tech isn't easy to use yet today, so don't panic as an HR Exec
- Having said this, depending on the risk profile within your enterprise- HR, Legal, IT/Security and Manufacturing needs to be working together to mitigate risks
- How?



Wireless Free Interview Rooms

- This mitigates the risk of people maliciously using behavioral predicting tech in interviews, assessments et al

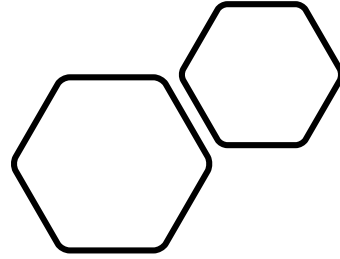


Research on Behavioral Tech

- If you have the budgets begin doing in-house research on how this type of tech can be used both positively and negatively within HR in your enterprise
- If you don't have the budgets, team up with local universities/HR associations to fund rapid research to assist you



Change Consent Agreements



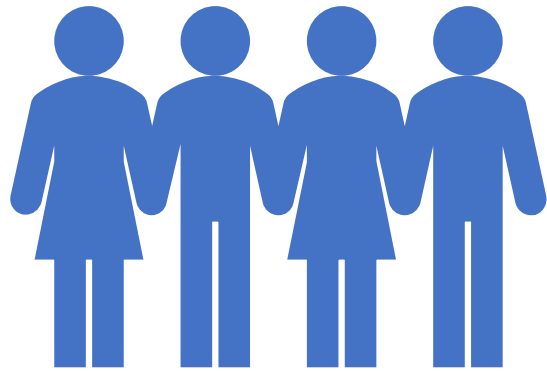
- For high-risk HR interview situations, obtain a consent agreement beforehand stating the person won't be using predictive behavioral tech



Amend Contracts

- Amend with your legal team contracts for employees and contractors stating what they can and can't do re use of behavioral predicting tech within the enterprise
- You need to protect your enterprise from within

Create New HR Driven Policies



- State what the enterprise allows and doesn't allow re use of behavioral predicting tech
- These should be regularly updated i.e., monthly, [as tech from this curve emerges and merges](#)



HR and Bots

- What was once the stuff of science fiction is now emerging into enterprises
- As your enterprise begins to use things like “chat bots” et al, HR needs to step up its game re bots in general



What's Coming At You...

- To understand what's coming at you, [view this video about Xiaoice in China](#)
- It's a chat bot service, with 650 million users, who use it on average 60 times per month
- [Users take up to 10 minutes to realize they're talking to a bot](#)



Come With Me Into The Not-So-Distant HR Future...

- Smart digital identities of us are rapidly emerging, leveraging AI
- [Given this curve](#), it's not hard to predict enterprises, employees, contractors and customers will begin to leverage this
- This begins to change the HR game...



What Are The HR Policies For This?

- All-of-a-sudden smart bots of us, and external bots, will be doing tasks within an enterprise, leveraging emotions, behavior predicting et al
- How will you folks address this?
- What type of policies need to be created stating how and how not these types of entities will be used?
- **YIKES!!!!**



Bot Identification

- Today, on the planet, there is NO legal identity framework existing which can tie Jane Doe's smart digital identity of her to Jane Doe's underlying legal physical identity
- Bearing this in mind, my dumb question to you HR, IT, Security, and Legal folks is how are you going to identify these types of entities within your enterprise?

A close-up photograph of a person's hands holding a small green plant with four leaves (a clover) over a field of grass and weeds. The background is a dense field of green grass and weeds, with a person's arm and hand visible on the left side of the frame. The text is overlaid on the left side of the image.

Down In The Practical Weeds...

Replace LDAP With Graph

- A baby step to getting ready for this is to adopt graph databases to replace your LDAP ones
 - Skim slides 33-35 of this deck
- HR began the identity industry in the 90's centralizing people records
- It's time to do the same with bots, as well as creating a framework to rapidly establish and change relationships between humans, bots, IoT devices et al

A photograph of a person's hands holding a small green plant with three leaves, possibly a clover, over a field of various green weeds. The background is a dense field of green plants, including some with long, thin leaves and others with rounder leaves. The lighting is natural, and the overall tone is green and earthy. An orange horizontal bar is located in the top left corner of the image.

Down In The Practical Weeds... Do POC's and Pilots Leveraging TODA

- Skim slides 36-41 of this deck
- TODA will, over time, not overnight, become critical to your enterprise in establishing identities within them
- This applies to humans, bots, IoT devices et al
- So, now is the time to experiment with it

Come With Me into the Not-So-Distant Future

- A human, or bot employee or contractor, is brought into the enterprise
- The new age HRMS identifies them and exports this out to the enterprise Graph database
- The new age IAM, leveraging TODA, is then used to assign to them authorization and authentication rights leveraging “capability files”

Come With Me into the Not-So-Distant Future

- The rights allow for a centralized and decentralized security framework
- In the future, not today, it might also determine what behavioral, biometric and neurodata can be used or not used by employees, contractors, their smart digital identities and bots both physical and virtual



As The Metaverse Emerges..

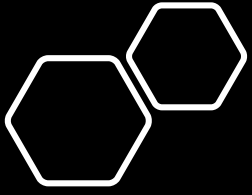
- AI/AR/VR environments become standard business practice, HR will leverage the above framework to specify interactions within these types of environments
- Legal will specify in contracts what these types of entities can and can't do
- IT/Security will be able to determine who's who in these environments and create second-by-second security zones



This Is The Future Madly Coming At You



So, you can be like the turtle slowly lumbering down the road, potentially being run over by criminals, malicious competitors et al...



Or, you can be like the hare, ready to nimbly move, taking advantage of the tech change, while mitigating your risks

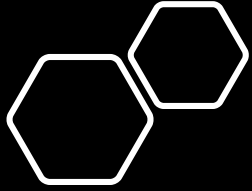


Some Of My Favorite Quotes

We cannot solve our problems with the same thinking we used when we created them” – Albert Einstein

“Change is hard at first, messy in the middle and gorgeous at the end.” – Robin Sharma

“Change is the law of life. And those who look only to the past or present are certain to miss the future” – John F. Kennedy



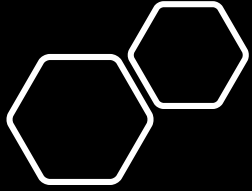
About Guy Huntington



- I'm an old, very experienced, identity architect whose past clients include Boeing, Capital One and the Gov't of Alberta's Digital Citizen Identity & Authentication project
- I've spent the last six years working my way through and creating a new legal identity architecture for both humans and AI systems/bots and then leveraged this to rethink learning
- I'm currently aggressively fund raising \$5-10 billion to do this in 1-3 jurisdictions on the planet
- In the meantime, I'm doing short term C-suite consulting assisting enterprises to get them ready for the revolution this deck and others talks about

To Learn More About Me...

- Skim any of these articles and the extensive reference links at the end:
- [“An Identity Day in the Life of Jane Doe”](#)
- [“Revised Principles of Identity”](#)
- [“I Hate How We Use Biometrics Today”](#)
- [“DIGITAL IDENTITY...”](#)
- [“The Times They Are A-Changin'”](#)
- [“Digital Transformation Requires Change to Our Old Ways of Doing Things”](#)

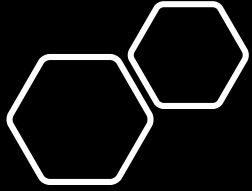


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Appendix: Enterprise Decks

- “The Sky Isn’t Falling – But Security Models Must Change”
- “Marketing Risks In A New Age”
- “Changes in Enterprise Legal Departments”
- “Rethinking Enterprise Security”
- “Securing Manufacturing”



Appendix: New Architectures

- **Humans:**
 - [“Rethinking Human Legal Identity”](#)
- **AI System/Bots Legal Identity:**
 - [“Creating AI Systems/Bots Legal Identity Framework”](#)
- **Learning/Training:**
 - [“Learning Vision Flyover”](#)