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## 3 Ways AI Could Affect Your Team

- 1. Work** - AI is not about to replace your team, not if they are good. What it can do is augment what they already do, making them faster and more effective at their tasks. Involve your team with AI tool selection, and encourage them to play with the programs, explore how they can make their jobs easier without compromising on quality.
- 2. SOPs** - SOPs are ideally written by the people who will use them on a regular basis (best if two or more people know the process). There is AI that can produce SOPs for common specific tasks, say organizing a child's birthday party. For work operations, however, SOPs are still largely dependent on the human component. If at all, AI could impact work SOPs by making them easier to document.
- 3. Hiring** - AI will likely not change that we still need to hire. There are, however, many tools that will make candidacy easier - tools to create resumes and put together portfolios, for instance. What an employer will need to consider is that such tools can also be used to pass tests and perform sample tasks they might set to filter candidates. This is where elements such as interviews become important. Ask questions that largely depend on personal experience and emotional response (making sure, however, that you don't breach any laws against discrimination). These will be difficult to answer using AI. And probe to see if you and the prospect align in terms of values and approach to work.

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