Scandiweb

AI and Chatbots as HR helpers

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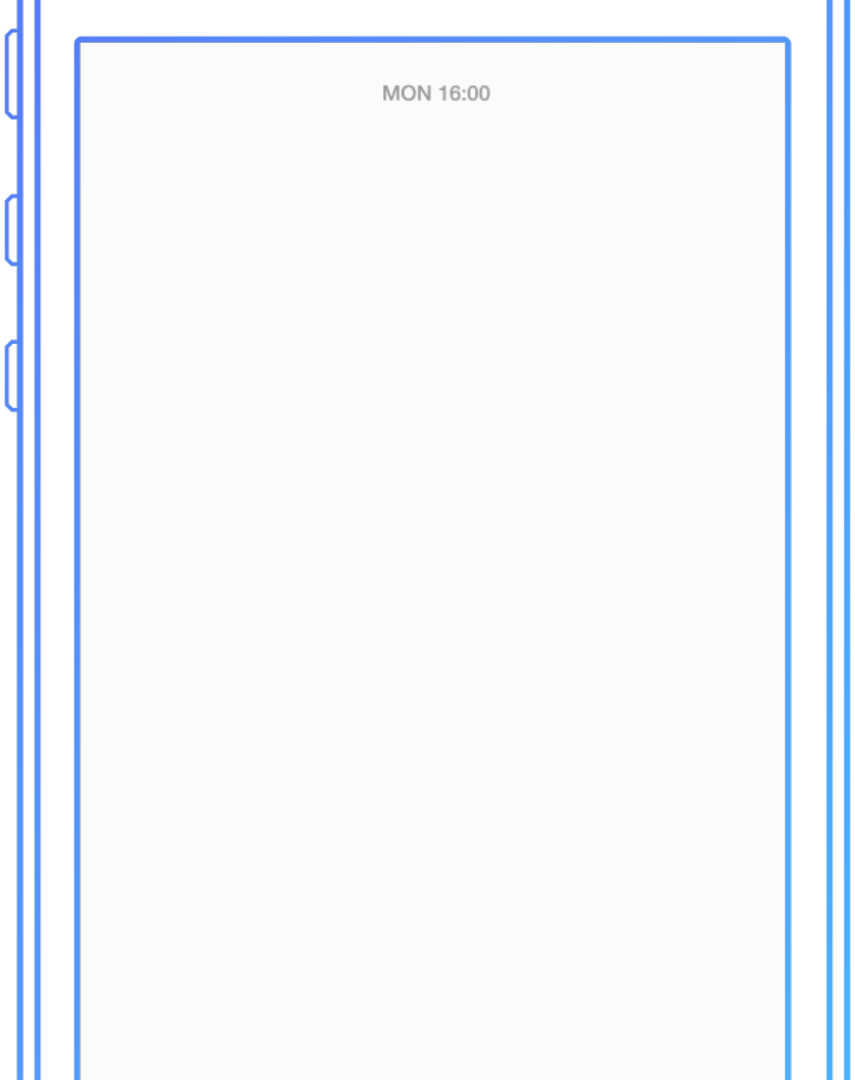
www.scandiweb.com

Where (and how) you can use them

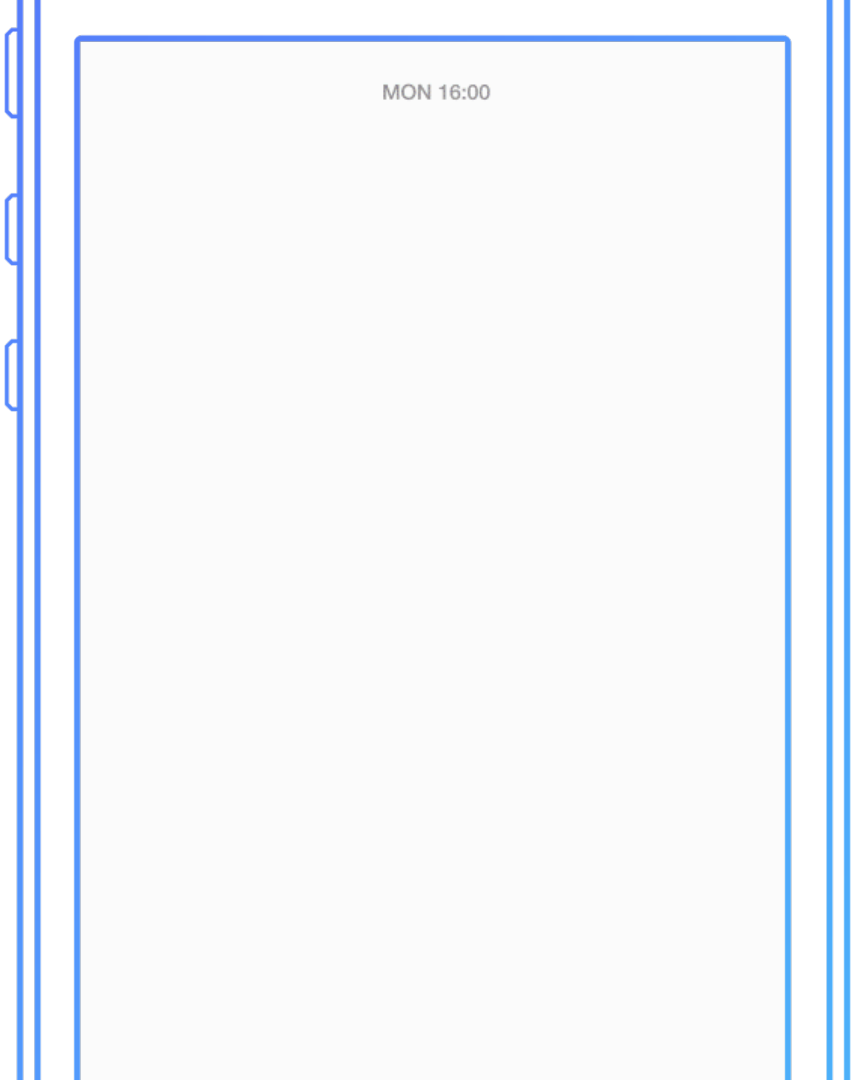
1.
Candidate screening

(saves time)



2.
Candidate Engagement

(chatbots can be fun, no human involved interactions are easier for shy people, etc…)



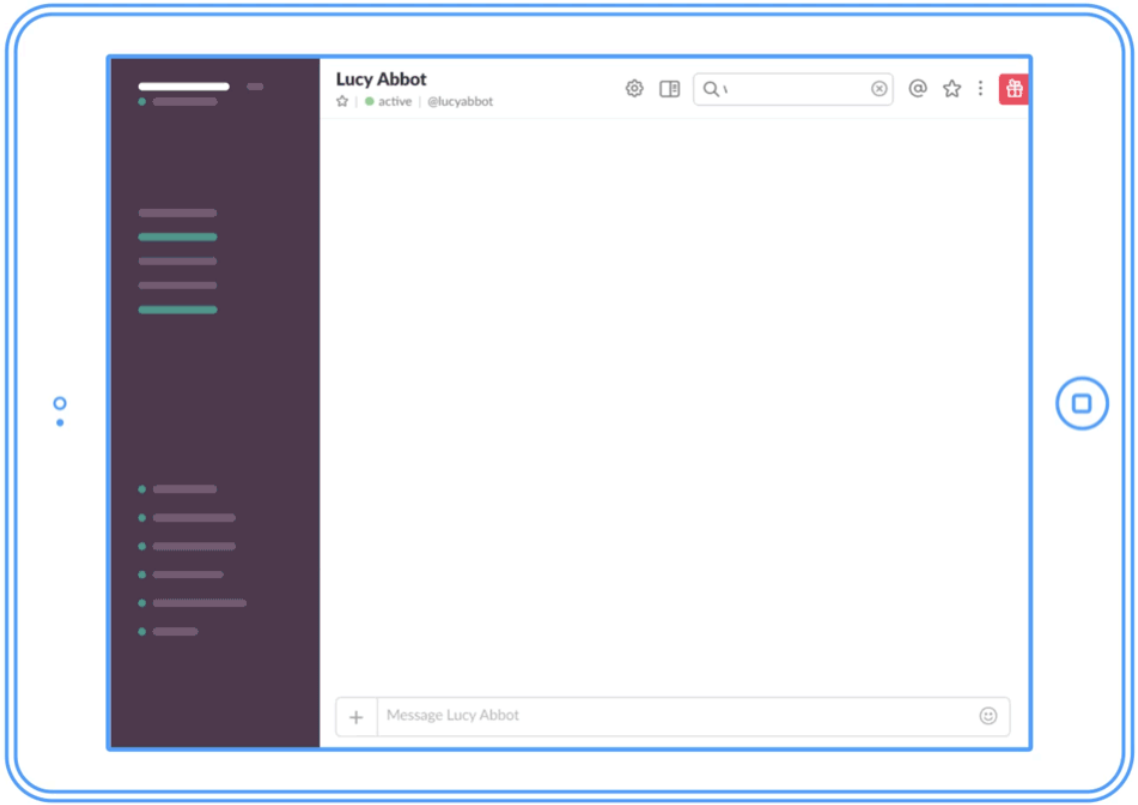
3.

Post-offer time

(fill in the 1 month time gap)

4.

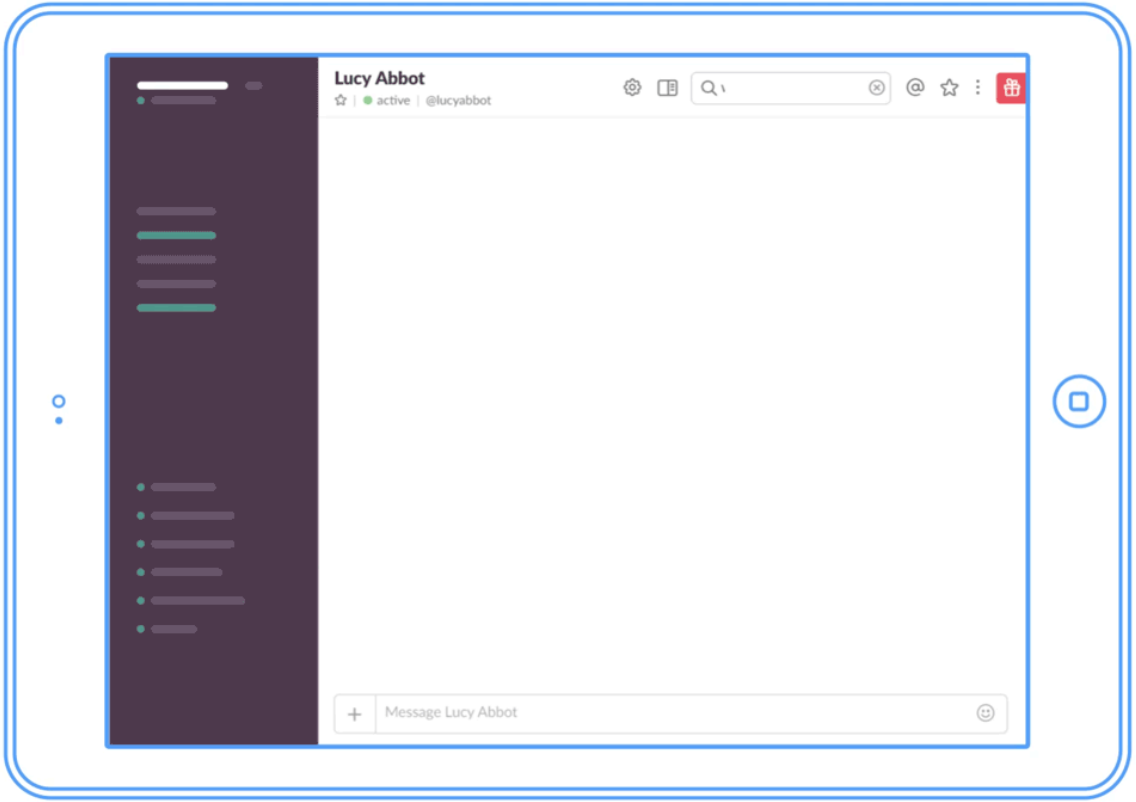
Onboarding (accompany new colleague on every step)



5.

Career development & employee relations

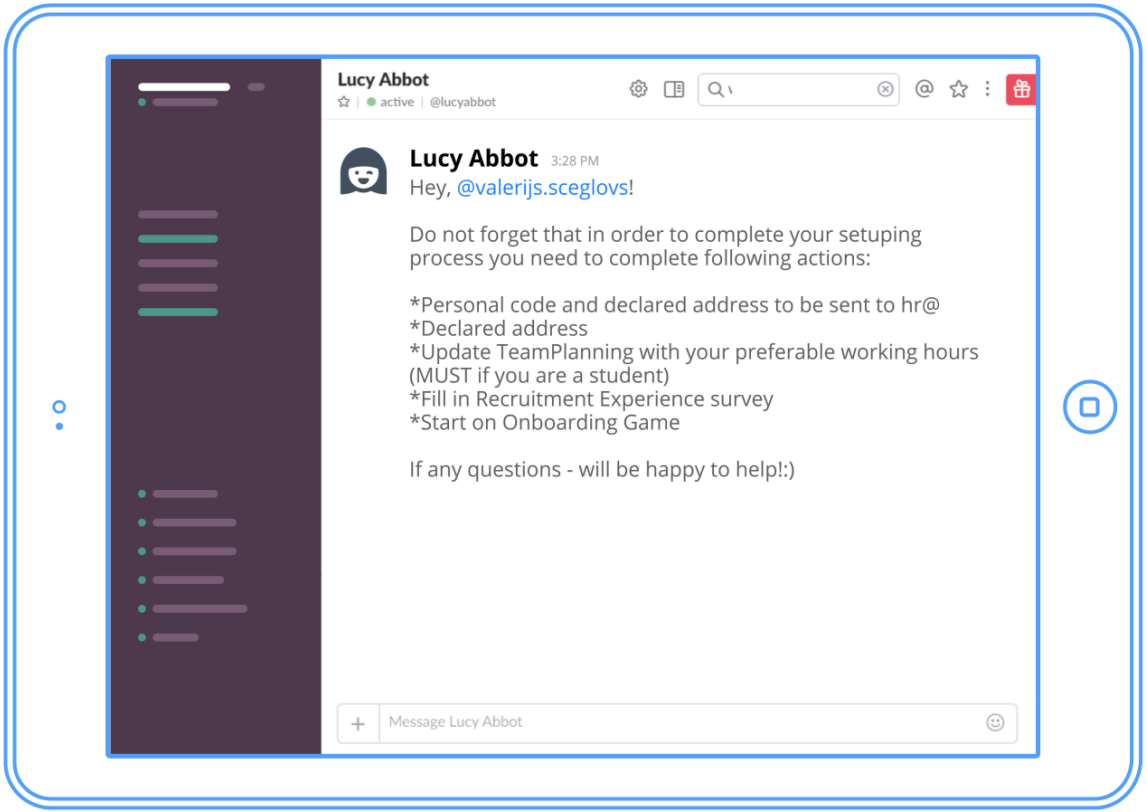
(one window for all ideas, thoughts, requests…)



6.

HR compliance

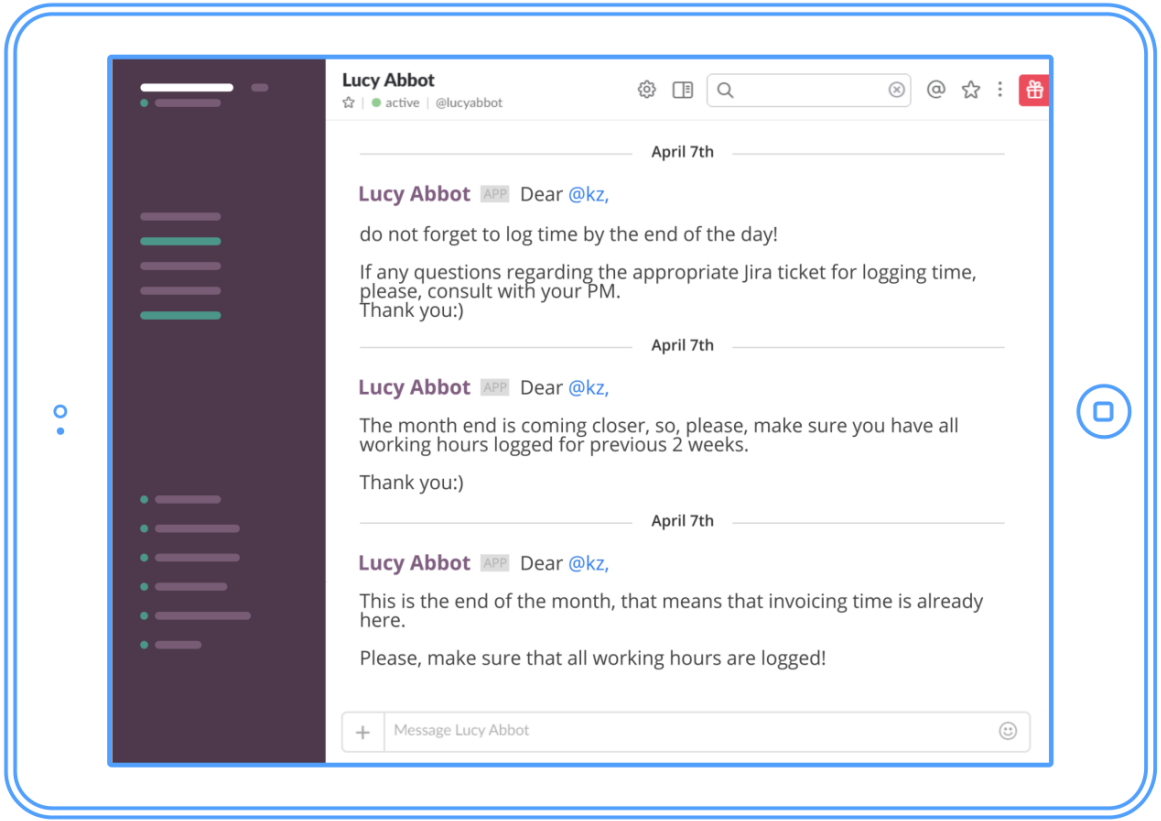
(automation)



7.

Scheduling & Reminding

(bots never get tired!)



Platforms that you can build chatbots easily for:

Popular tools to build chatbots

No dev skills needed!

Chatfuel
FB/ Telegram bots
No skills needed

API.AI
Lots of integrations!

Morph.ai
FB/ Telegram bots/
Skype/ Twitter

Popular tools to build chatbots

No dev skills needed!

Flow XO
Gmail, JIRA,
LinkedIN, FB etc.

Meokay
Messenger bots - no
dev skills needed

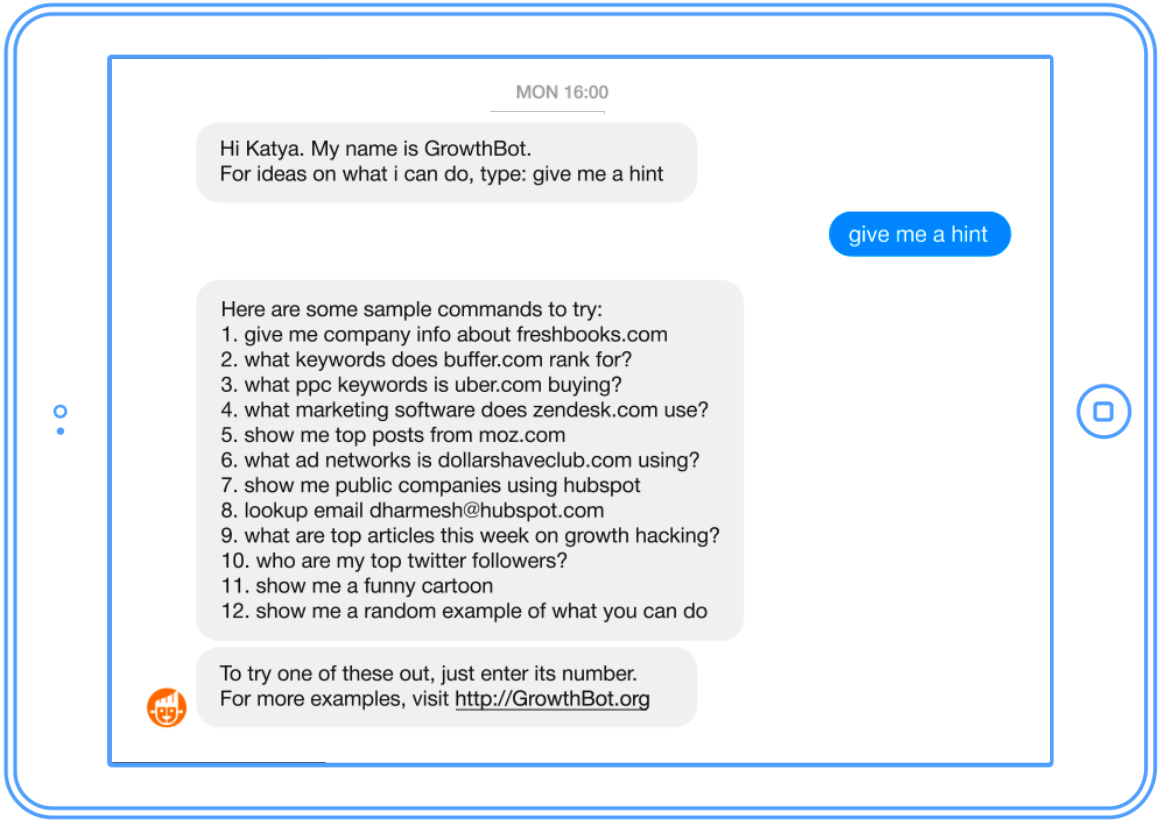
Botsify, Motion.ai, Recast,
Manybot
and others….

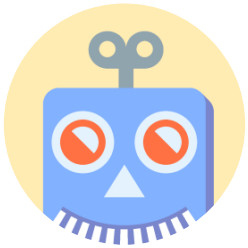
Examples of most trending chatbots

GrowthBot

(marketing & sales)

7.5k people like it

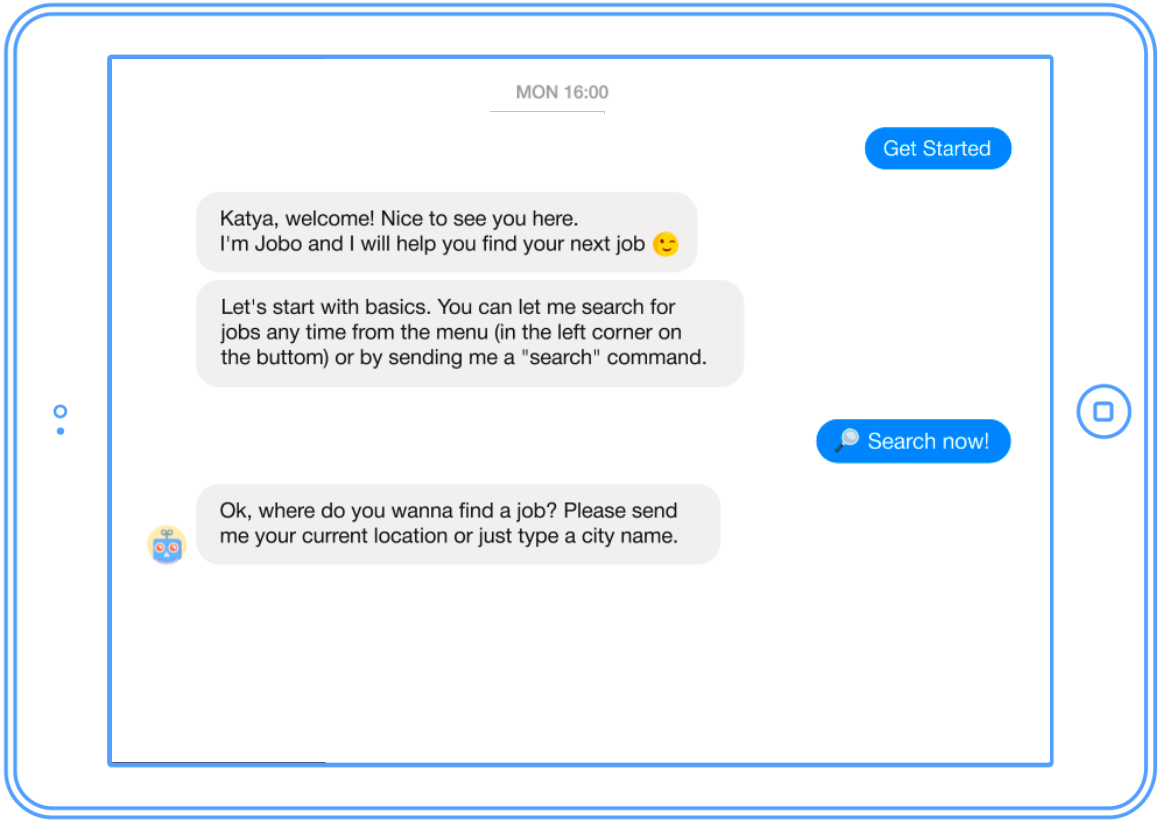




JobBot

(Job search)

27k people like it



Our experience

+160 people

Learning culture

3 offices in Latvia

Average age is
24 y.o

Platform for anonymous posts

Inspired by sociocracy/holacracy

Current state:
no office manager

Colleagues driven environment

Challenges we faced

Keep colleague experience on the same level for 160 as for 50

Maintain personalised dialogue with everyone as we had in 30-50 with now 160

IT guys/girls might be shy to speak up / call HR/ ask / request something extra

2 chatbots and
1 bot-based tool:

HR-o-Bot

FB chatbot

Lucy

as a person

Magnify

not a bot, but a tool

FACEBOOK
HR SOLUTION
EXTERNAL BOT

LIVE DEMO

Results

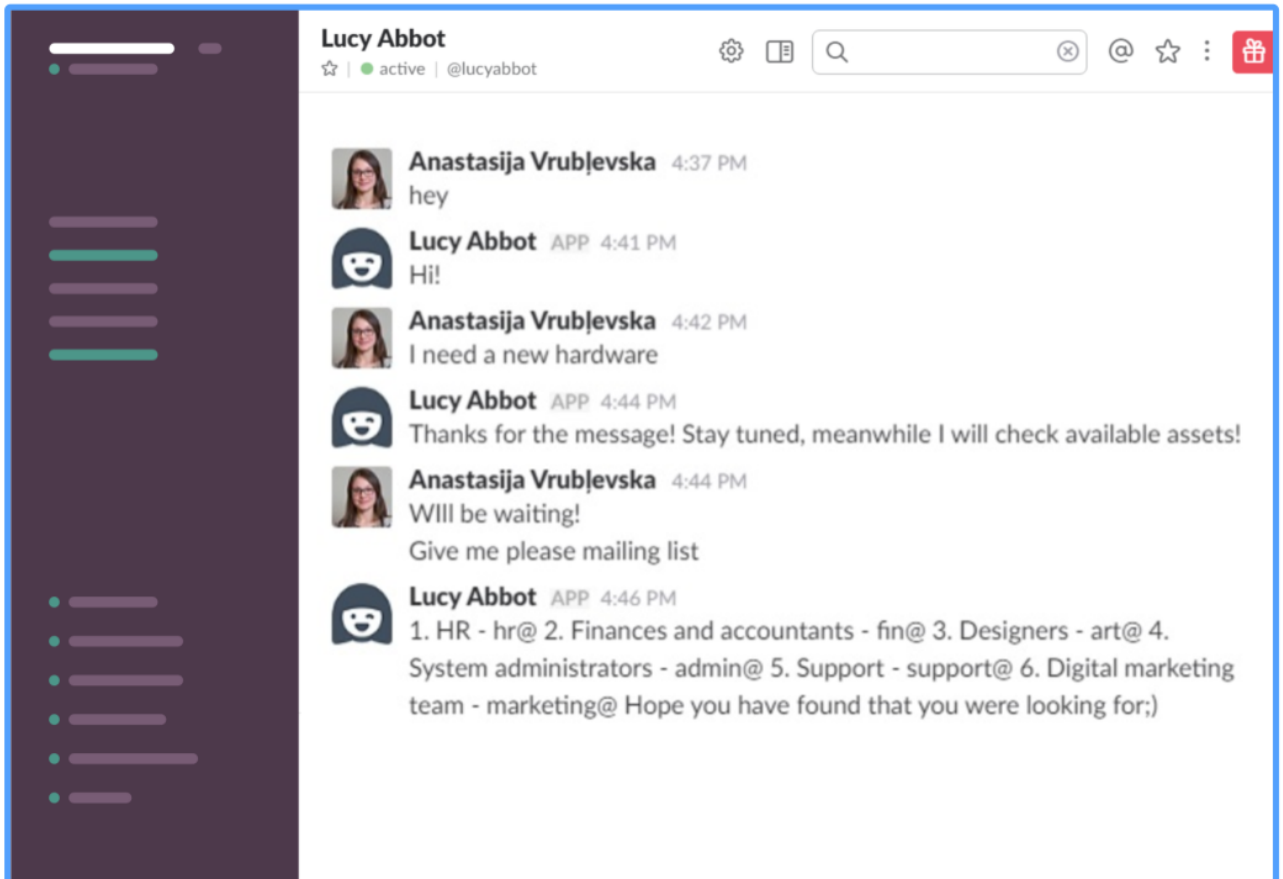
- no advertising
- usually we get 3 conversations per months, with bot we got 300 conversations from our FB audience, their friends and far beyond
- 17 dev tests were downloaded
- 3 people hired

Meet LUCY!

HR SOLUTION INTERNAL BOT

Assistant in:

- **Onboarding**
  (we have 2-10 new colleagues/month)
- **All incoming requests/ ideas/ wishes**
  (no limit rule!)
- **Polls**
  (Pizza/sushi?)
- **Scheduled messages**
  (Log time, help with FB ads ..)
- **Engagement messages**
  (Sign-up for PP, inform about office ERROR)


Lucy Abbot
active | @lucyabbot
Anastasija Vrubļevska 4:37 PM
hey
Lucy Abbot APP 4:41 PM
Hi!
Anastasija Vrubļevska 4:42 PM
I need a new hardware
Lucy Abbot APP 4:44 PM
Thanks for the message! Stay tuned, meanwhile I will check available assets!
Anastasija Vrubļevska 4:44 PM
WIll be waiting!
Give me please mailing list
Lucy Abbot APP 4:46 PM
1. HR - hr@ 2. Finances and accountants - fin@ 3. Designers - art@ 4. System administrators - admin@ 5. Support - support@ 6. Digital marketing team - marketing@ Hope you have found that you were looking for;)

What we spotted:

- Lucy gets **1200%** more responses than usual
  HR messages in group mailing or #channels

- And it brings fun cause sometimes she answers
  very funny!

Users

HRs

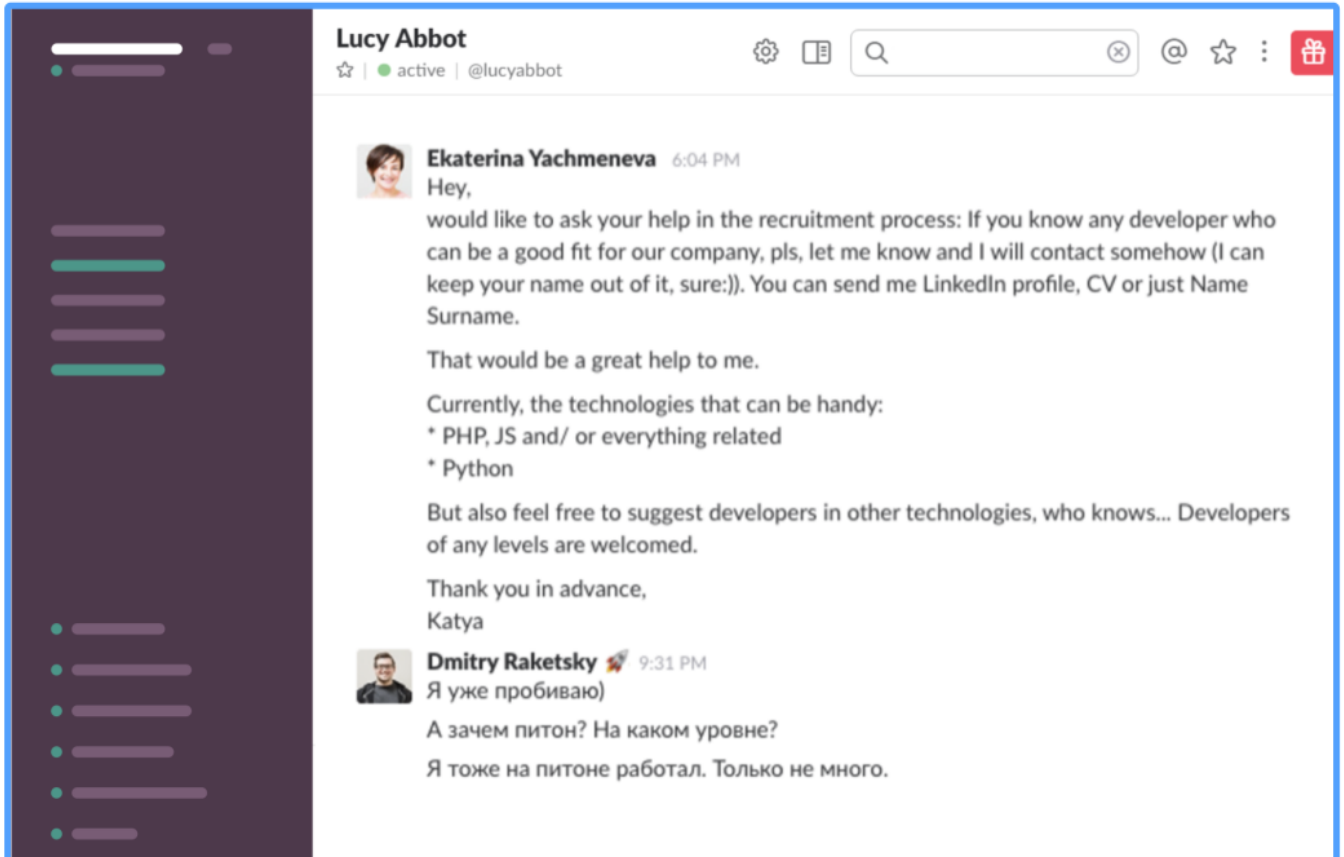
Office managers

C-levels

Other positions with company-wide scope

How we use it?

1. Write a message, question or poll
2. Select delivery group (for example, everybody)
3. Magnify will create personal message one-by-one to everybody
4. When people reply, you see all active conversations in dashboard. You can reply to them.


Lucy Abbot
active
@lucyabbot
Ekaterina Yachmeneva 6:04 PM
Hey,
would like to ask your help in the recruitment process: If you know any developer who can be a good fit for our company, pls, let me know and I will contact somehow (I can keep your name out of it, sure:)). You can send me LinkedIn profile, CV or just Name Surname.
That would be a great help to me.
Currently, the technologies that can be handy:
* PHP, JS and/ or everything related
* Python
But also feel free to suggest developers in other technologies, who knows... Developers of any levels are welcomed.
Thank you in advance,
Katya
Dmitry Raketsky 9:31 PM
Я уже пробиваю)
А зачем питон? На каком уровне?
Я тоже на питоне работал. Только не много.

What we spotted

One e-mail to @all domain

0%

One slack message to #general channel

0%

The same text sent via Magnify

0%

Thank you!