

AI and Chatbots as HR helpers

Ekaterina Yachmeneva

A large blue geometric shape, resembling a triangle or a trapezoid, is positioned on the left side of the slide, extending from the top-left corner towards the center.

**Where
(and how)
you can use
them**

1. Candidate screening

(saves time)

MON 16:00

2. Candidate Engagement

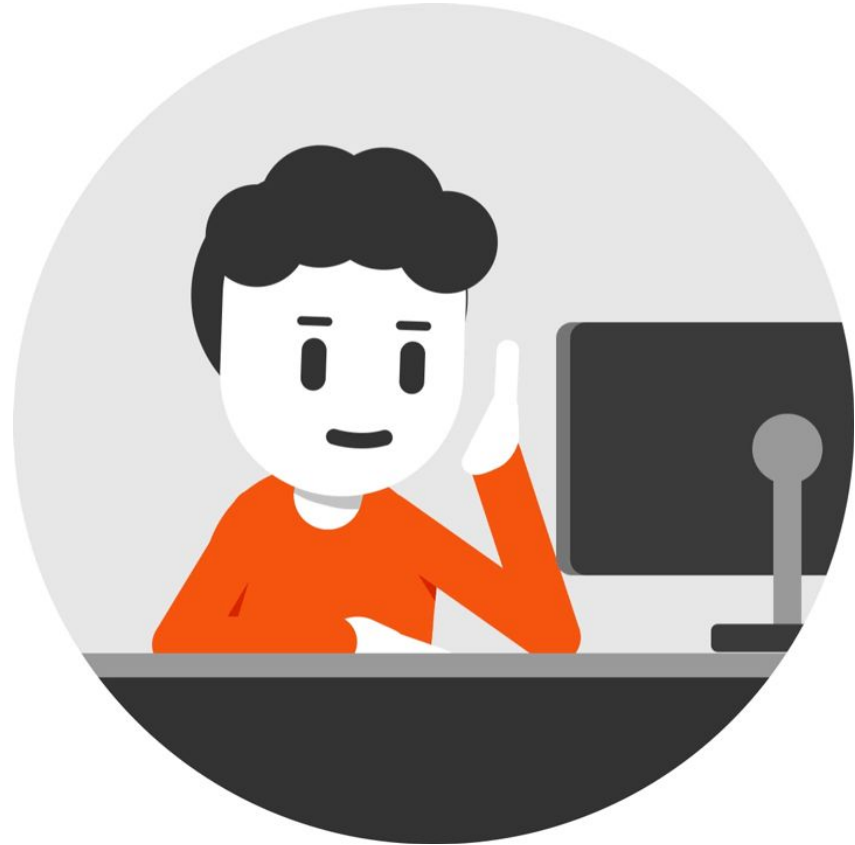
(chatbots can be fun, no human involved interactions are easier for shy people, etc...)

MON 16:00

3.

Post-offer time (onboarding)

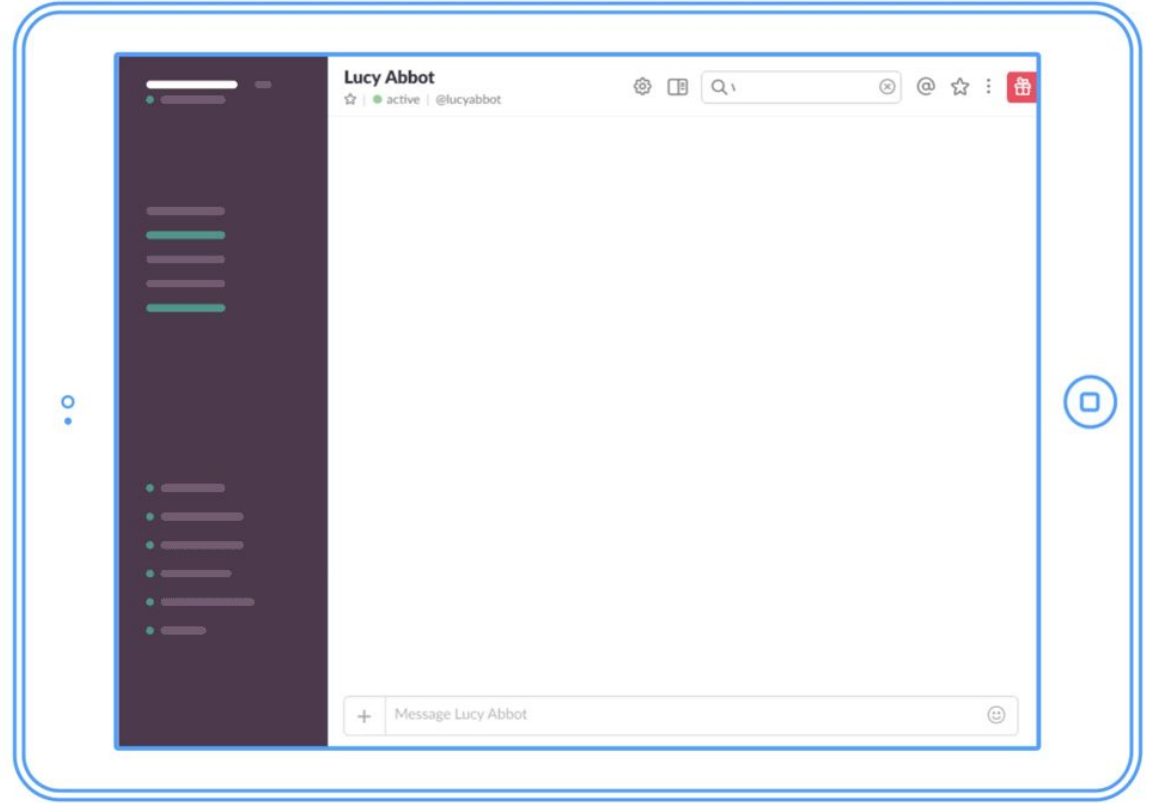
(fill in the 1 month time gap)



4.

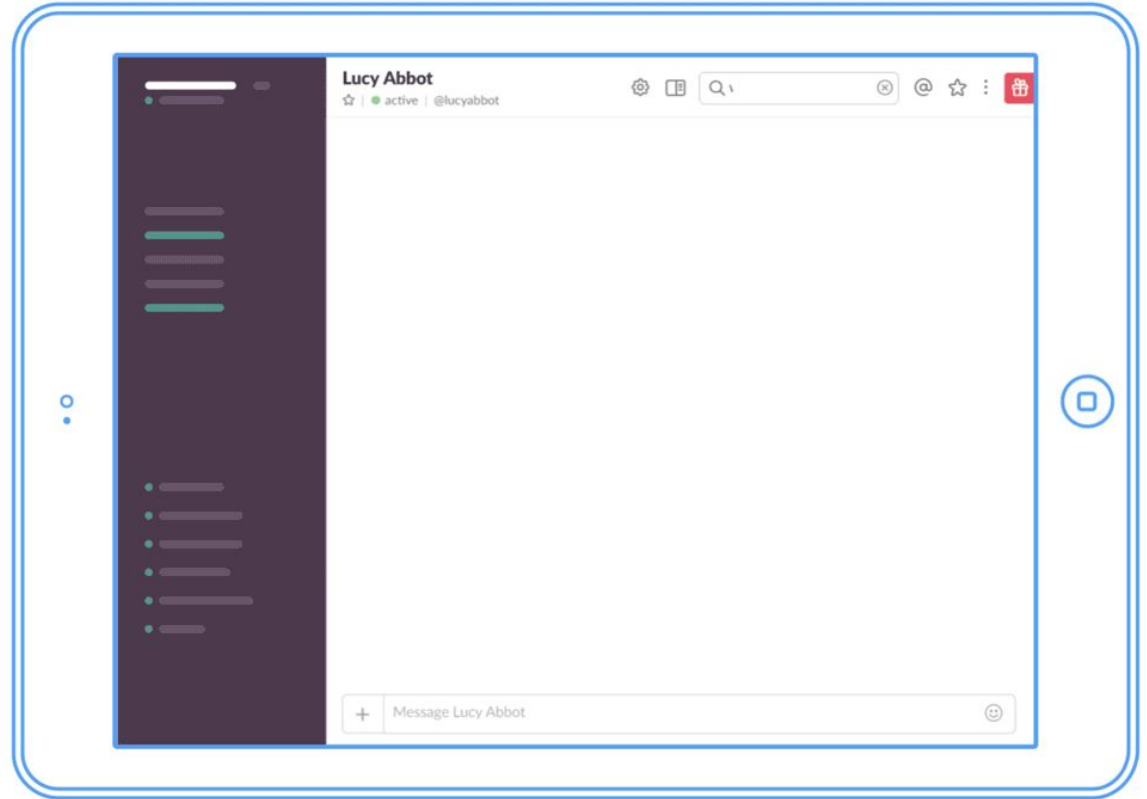
Adaptation

(accompany new colleague on every step)

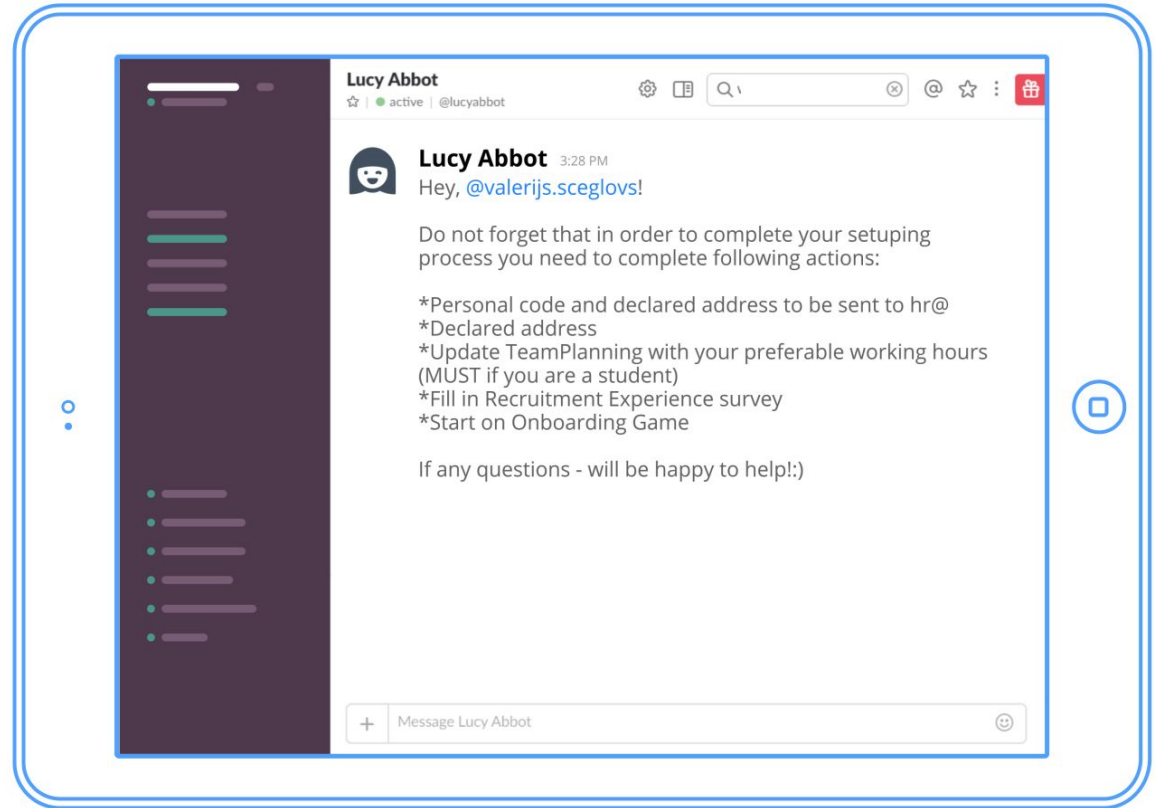


5. Career development & employee relations

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



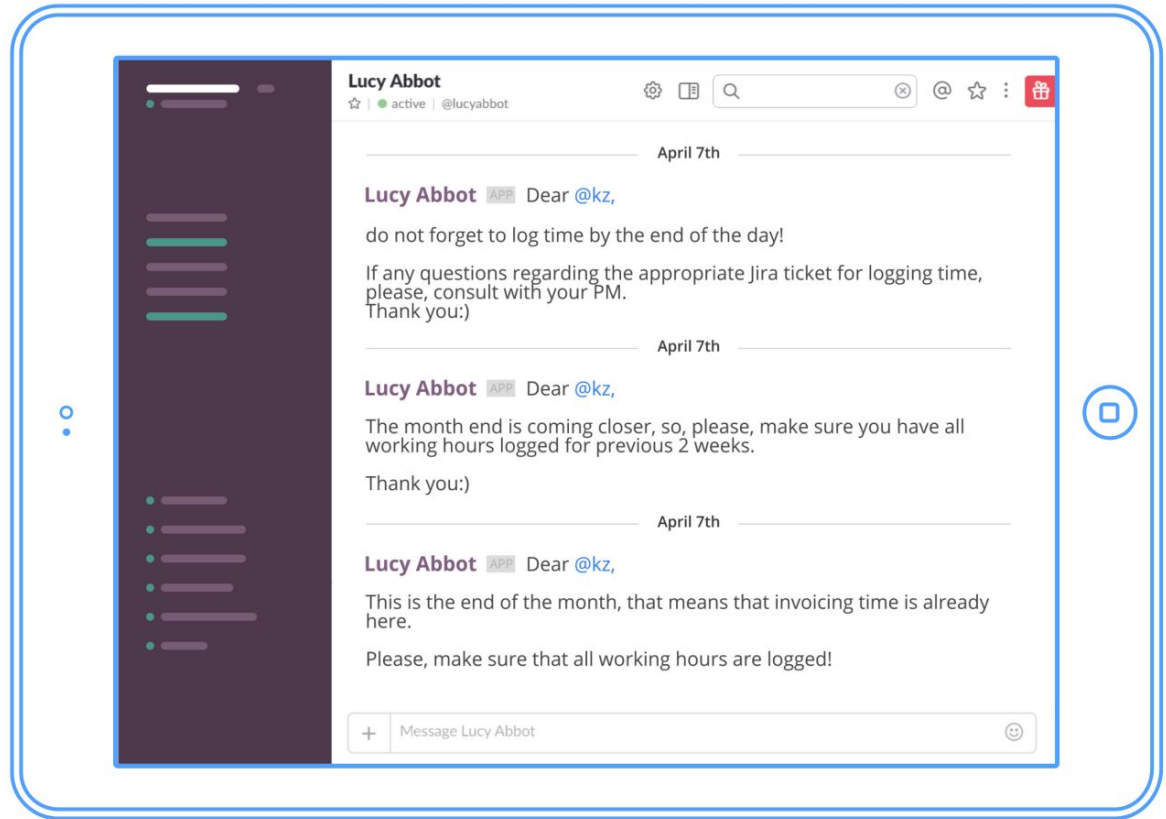
6. HR compliance (automation)



7.

Scheduling & Reminding

(bots never get tired!)



Popular tools to build chatbots

No dev skills needed!

Chatfuel

FB/ Telegram bots
No skills needed

ex
api.ai

now

 Dialogflow

Lots of
integrations!

FLOWXO

Gmail, JIRA, LinkedIN, FB
etc.



Morph.ai

FB/ Whatsapp/ Telegram
bots/ Skype

Botsify

motion.ai

RECAST.AI

M

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

Scandiweb experience

+160 people

Learning culture

3 offices in Latvia

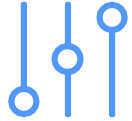
Average age
is 24 y.o

Platform for
anonymous posts

Inspired by
sociocracy/holacracy

Colleagues driven
environment

We all face challenges



Keep colleague
experience on the
same quality level
despite company
growth



Maintain personalised
dialogue with everyone



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

Results

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

Meet LUCY!
**HR SOLUTION:
INTERNAL
BOT**



Assistant in:

- ➔ **Onboarding**
(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)

The screenshot shows a WhatsApp chat interface. At the top, the contact name is "Lucy Abbot" with a star icon, a green dot indicating "active" status, and the handle "@lucyabbot". To the right of the name are icons for settings, a list, a search bar, a close button, a mention icon, a star, a menu, and a gift icon. The chat history consists of the following messages:

- Anastasija Vrublevska** (4:37 PM): hey
- Lucy Abbot** (APP, 4:41 PM): Hi!
- Anastasija Vrublevska** (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 Vrublevska** (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%

Dyninno Group experience

TRAVEL as one of
business directions

+300 Sales agents

Office in Cebu,
Philippines

Mass recruitment

High staff turnover

We all face challenges



4 unique requires per day via FB Messenger



140 “Walk in” interviews per month



Filipinos are quite active and persistent

Facebook bot Manual work automation

...and big journey
of botification
ahead

Hi, Katya!
My name is Linda and I will be your guide into DYNINNO Philippines.

So let's start!

[MENU](#)


[Contact Us](#)

[I need FUN!](#)

[MENU](#)


I want to know about DYNINNO

[About company](#)




I want to join your team!

[More info](#)



Proposals & Partnerships

[More info](#)



☺ ...



Thank you!