

# Design. Decide. Deliver. How AI Transforms the Hiring Lifecycle



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# 3 Key Moments



## Design

How you attract the right people

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## Decide

How you select the right people

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## Deliver

How you retain and ramp them up successfully

# 1. Design

## The Job Design Moment

## Clarifying What You Actually Need

Most hiring pain comes from unclear roles or mismatched expectations. This leads to bad hires and wasted time.

## CEO's Notes:

- We need someone who can ship fast
- Understands customer needs – really listens
- Big-picture thinker, can define product vision
- Should be data-savvy, but also creative
- Can influence GTM teams
- Needs to “own results,” not just features

## VP Eng's Notes:

- Strong tech background – can talk APIs, architecture
- Needs to write clear PRDs
- Good at managing scope and trade-offs
- Must understand agile workflows
- Prioritize bugs vs features wisely
- Communicates well with devs

Role: Senior Product Manager

Level: Senior | Team: Core Product | Reports to: VP, Product

**\*\*Core Outcomes\*\***

- Translate business vision into executable product roadmap
- Deliver impactful releases that balance user needs and technical feasibility
- Improve activation rate by 15% through data-driven experiments

**\*\*Key Skills\*\***

- Product strategy & prioritization
- Technical fluency (APIs, agile delivery)
- Cross-functional communication & stakeholder alignment
- Data-driven decision-making

**\*\*Success Metrics\*\***

- Feature adoption & retention
- Velocity vs roadmap commitments
- Stakeholder satisfaction scores

**Most hiring problems start before posting a job – when the team isn't aligned on what success looks like.**

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**Use AI to clarify that.**

“Help me ideate a role brief document for a Senior Product Manager for RVezy.com, the peer to peer rental marketplace. Consider that we're a small company (less than 50 employees) and this will be the sole Sr. PM.”



# Follow up prompts:

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“Our CEO want this person to own XXXX but the VP of Engineering wants YYYY, what would be realistic for this role to manage and how would it change the overall requirements?”

“Help me break down outcomes, skills, and success metrics for this role”

“Now, write a compelling and engaging job posting for this role. Include a marketing hook and a call-to-action to apply at the end. Keep in mind the tone and we use online.”

“Help me come up with relevant interview questions that would help us find the right fit for the role, as well as green flags for the candidate’s responses”.

**AI can help align  
teams before the  
hiring actually starts**

## 2. Decide

### The Decision Moment

### Summarizing Human Inputs

Once you know exactly what success looks like, you can screen candidates against those same success criteria.

# You've interviewed 3 great people. Who's the best fit for this role?

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**Candidate A**  
Strategic, big-picture  
thinker



**Candidate B**  
Deeply technical,  
detail-oriented



**Candidate C**  
Strong  
communicator, great  
stakeholder manager

# How AI supports human judgement

- Candidate A - very strategic, but vague on execution
- Candidate B - great technical depth, less polished in interviews
- Candidate C - super engaging communicator, maybe light on data?

All seem capable, just different styles

**Prompt: Summarize this interview feedback and rank candidate fit based on our role blueprint priorities.**

AI Summary:

Role priorities: technical fluency (high), cross-functional influence (high), data-driven mindset (medium)

Fit Analysis:

A: 7.5/10 – strong strategy, gaps in execution depth

B: 8.2/10 – highly aligned on technical depth, needs comms coaching

C: 7.8/10 – strong stakeholder influence, lower technical rigor

Recommendation:

→ Proceed with B, but explore communication development plan

→ Consider A for future strategic roles

# Augmenting judgment, not replacing it

Sample Prompts:

“Compare this candidate’s resume to this job posting. Summarize where they are a strong match, partial match, or missing key requirements.”

“Based on this job posting and this candidate’s experience, identify the top 5 competencies the role requires and rate how well the candidate demonstrates each one.”

“Summarize these interview notes into a structured evaluation for each candidate. Highlight: Key strengths, Development areas, Cultural or team alignment indicators, Overall recommendation (Hire / Maybe / No Hire)”

Hired!



### The Onboarding Moment

### How to Ramp Up Your New Hire

And once you've chosen the right person, the same AI foundation can help you onboard them faster, with personalized learning paths and smoother ramp-up.

# Day 1 often feels like drinking from a firehose

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Most onboarding is one-size-fits-all - new hires get lost in the noise

AI turns onboarding into a personalized journey





# AI turns onboarding into a personalized journey

Sample Prompts:

“Analyze this job description and turn it into a 30-60-90 day onboarding plan. Focus on quick wins, learning objectives, and measurable success outcomes”

“Now tailor the plan to the specific candidate we hired, who’s resume we attached below.”

“Look at our org chart attached, and suggest relevant team members the new hire should connect with during their onboarding”

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# Thank you!

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