

HEALTHCARE • AI • WORKFORCE OF THE FUTURE

# Future-Ready HR

Driving Workforce Transformation  
Through Technology, Confidence,  
and Inclusion

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Intermountain Health  
*#PracticedConfidence*



**She wasn't afraid of AI.  
She was afraid of falling behind.**

Most organizations are buying  
tomorrow's tools...  
with yesterday's workforce models.

**This Isn't the First Revolution.**

**It May Be the Fastest.**

<b>Era</b>	<b>Changed</b>	<b>Timeline</b>
Industrial	Muscle	Decades
Digital	Information	Years
AI	Judgment + Knowledge Work	Months

# How Leading Organizations Redefine HR

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Old HR

Jobs

Control

Annual planning

Credentials

Programs

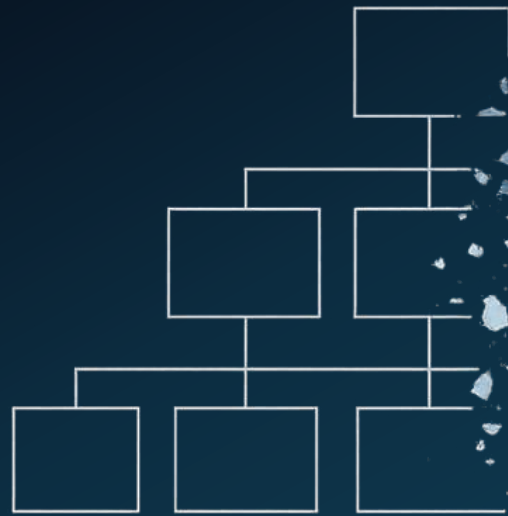
# How Leading Organizations Redefine HR

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Old HR	→ Future Ready-HR
Jobs	→ Skills
Control	→ Enablement
Annual planning	→ Continuous adaptation
Credentials	→ Capability
Programs	→ Ecosystems

HR is becoming the **operating system** of adaptability.

Org charts describe authority.  
Skills maps **reveal possibility.**



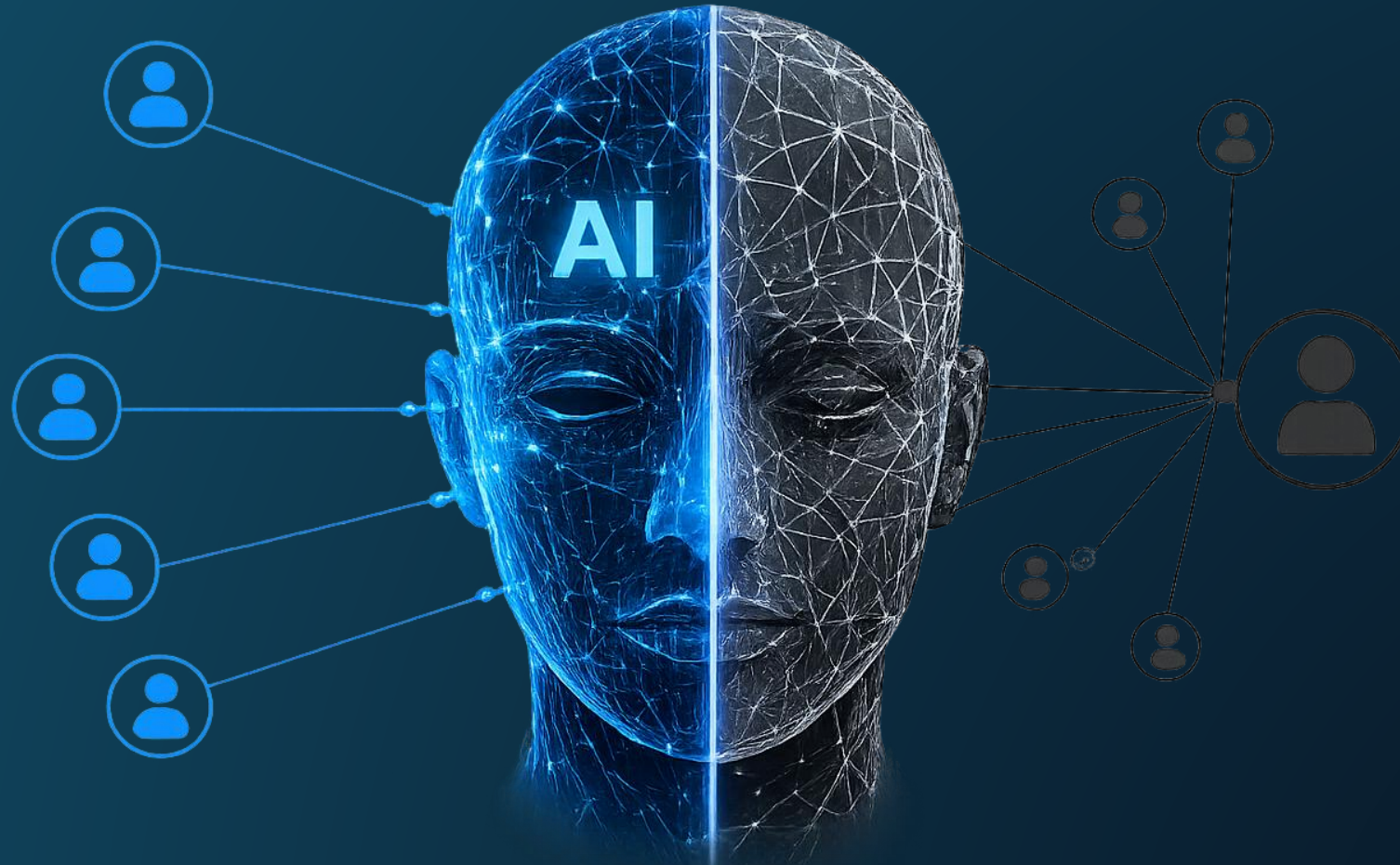
CASE STUDY

# What Actually Worked

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- ✓ Process redesign before AI
- ✓ Leader upskilling before rollout
- ✓ Clear use cases before hype
- ✓ Adoption metrics before vanity metrics
- ✓ Human trust before automation scale

# When AI Learns Bias, It Scales Bias



If AI scales bias... HR owns the outcome.

People don't grow in job titles.



They grow in capabilities.

# Leaders Need New Muscles



The future belongs to **leaders** who can think **with AI** without *shrinking beside it*.

# Do These 3 Things This Week



1. Audit one broken workflow



2. Identify five future-critical skills



3. Review one AI tool through an inclusion lens

**Technology will keep advancing.**

**The real question is:**

***Will leadership keep up?***

**Lance Bradshaw**

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