LINKEDIN TALENT CONNECT 2026

Hype to Fit

What Really Matters When Selecting AI Tools

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There is a new reality

Today…

- Every vendor now has an AI story
- Most demos showcase ideal scenarios
- Traditional evaluation methods fail with AI
- Organizations are experiencing “AI fatigue” and pilot overload

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The Problem Isn’t Finding AI Solutions. It’s Finding the Right AI Solution.

Every vendor has answers so we must ask better questions to find the right fit.

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The best AI doesn't win. The best fit does.

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In 2019, We Had A Problem Worth Solving

The CEO Wanted More AI

Employees Wanted Opportunities

Experienced Talent Was Retiring

Then...

Everyone Went Home

The need was obvious.
The answer was not.

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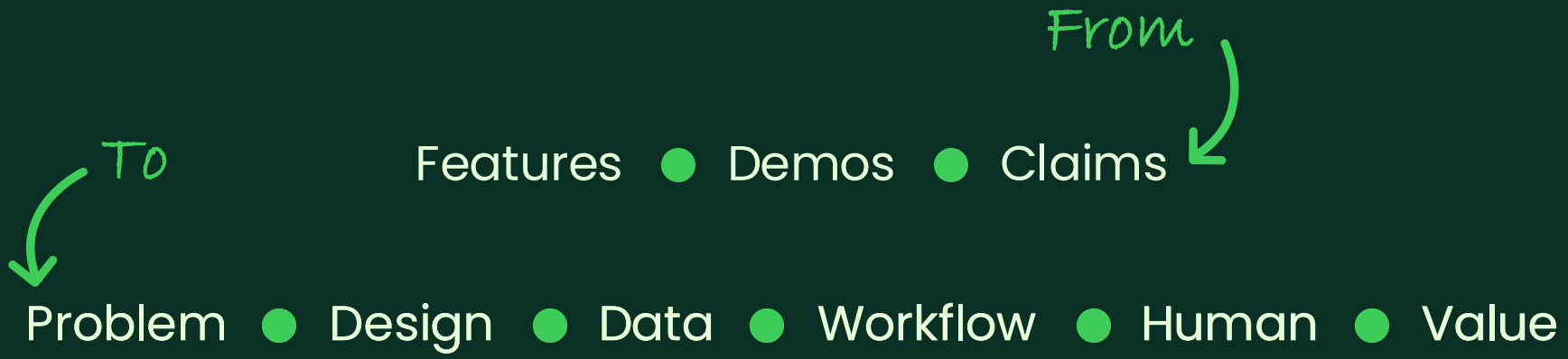
Started Shopping. Started Defining Fit.



Technology should pass your test, not create it.

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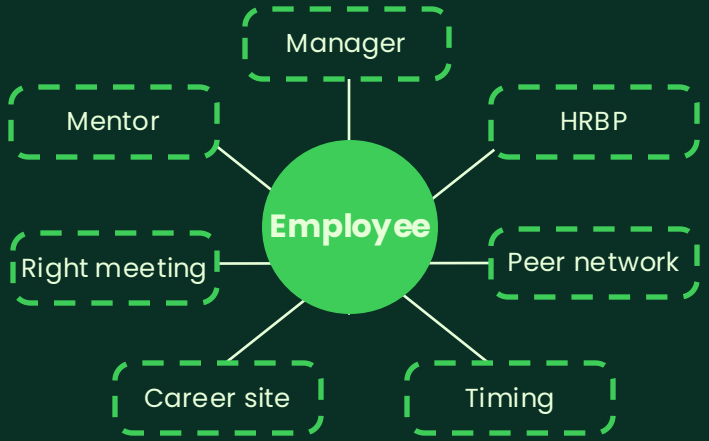
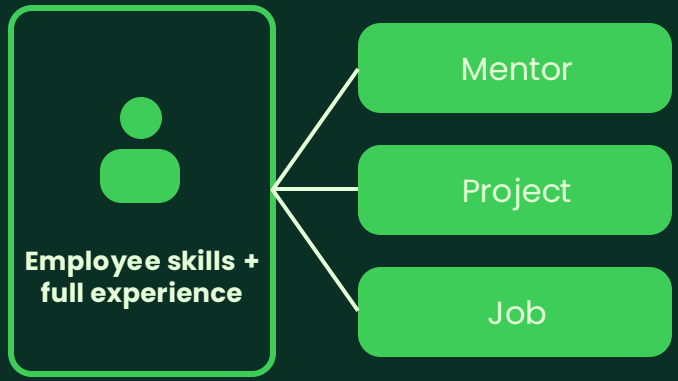
Our Reality

Every match was a connection you had to make yourself.



Our Vision

Matched directly by AI. No HR, no manager, no guesswork.



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The Disruption. The Risk. The Miss.

No gatekeeper in between

Progress over perfection

Designed out of the flow

The good, the bold and the “well, that didn’t work.”

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The Lesson That Changed Everything

Start with the problem.

Let the technology earn its place.

Problem ● Design ● Data ● Workflow ● Human ● Value

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We stopped evaluating AI use cases. We started evaluating AI readiness.

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Applying Our AI Playbook

We didn’t need more talent.

We needed to hire faster.

We needed more recruiter capacity.

400+ Recruiters. Millions of Candidates.
No Additional Headcount.

That’s where AI entered the conversation.

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We Didn't Scale AI. We Scaled What Worked.

Started Small

Targeted a Real Constraint

Fit the Workflow

Humans Remained in the Loop

Measured Value

Enter...

The right AI. The right users. The right work.

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Technology was never the differentiator. Fit was.

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Before You Fund Your Next AI Tool...

- ✓ Real Problem?
- ✓ Trusted Design?
- ✓ Data Ready?
- ✓ Fits the Work?
- ✓ Keeps Human in Mind?
- ✓ Creates Value?

If the environment isn't ready, the AI solution isn't either.

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