

Brought to You by the Team Guiding HR Through the AI Shift

AI in HR WEEK

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Day 3 | Wednesday, July 16, 2025

SHOW THE IMPACT

HR Drives Results—Let's Show It

Let's be honest: HR gets things done, but doesn't always get the credit.

Training? You led it.

Retention? You stabilized it.

Managers? You supported them every step of the way.

But when leadership asks, "How does this impact revenue or costs?"—many HR pros struggle to translate their work into business language.

Today, you'll use AI to close that gap.

Because once you can connect your strategy to their metrics—you don't just do the work. You own the outcome.



**WATCH
TODAY'S
DEMO**

TODAY'S FOCUS

Turn HR initiatives into ROI stories.

Scenario 1

(Real-world inspiration mentioned in the demo video)

At a past job, Lauren was told:

"If you can't prove your training leads to revenue, we're cutting it—and your job too."

So she mapped the gaps, built an 8-week custom program, tracked performance before and after, and linked it to quota.

When rep performance improved, the VP of Sales saw HR differently, for the first time.

Before you dive into the prompts, we recommend that you gather the following:

- What problem the training was supposed to solve
- A summary of what was delivered: topics, timelines, participants
- Observable or measurable post-training changes (feedback, results, promotions, retention)

STEP 1

Help me build a development plan for this team that aligns with [business goal], like reducing turnover or improving quota attainment.

STEP 2

Here's what we've done so far: [brief training details]. Help me identify which metrics could show improvement and how to frame that in terms of business impact.

STEP 3

Act as a business partner. Build me a one-page summary I can send to leadership that shows the value of our leadership training in terms of retention, productivity, and team effectiveness—before vs. after.

You've got a training story that shows real traction—and AI helped you position it in a way leadership can't ignore.



SHOW THE ROI OF HR

Scenario 2

You've rolled out training, boosted engagement, and solved hiring bottlenecks. But when leadership says, "Where's the ROI?"—you freeze.

Today is about changing that.

Like the previous scenario, we recommend that you first gather a few things to use for your prompts:

- A list of post-survey actions taken
- Before/after metrics or anecdotal changes
- Feedback from employees or leadership observations.

STEP 1

We launched an engagement survey, then rolled out [list actions]. Help me summarize what changed operationally because of those steps.

STEP 2

Use this before/after data—turnover, retention, or engagement scores—and help me estimate what impact these improvements had on cost, productivity, or team performance.

STEP 3

Act as a strategic analyst. Build me a short update I can send to the CEO showing how our HR-led engagement actions impacted key metrics like retention, collaboration, or leadership trust. Include cost avoidance or ROI framing.

Today's Challenge: Track, Act, and Tell the Story

Choose one thing your HR team has touched—something measurable. It doesn't have to be perfect or formal.

1. Identify the before
2. Describe what HR did
3. Measure what changed
4. Use AI to summarize the impact and turn it into a quick ROI narrative

Even if your data is messy or informal—try it. This is how HR shifts from doing the work to getting credit for it.



Got Questions?
Ask Aimee
aaimea.org/aaime-hart