



## GIRISH GANESAN, SVP OF PEOPLE

A strategic and results driven senior human resources leader with global professional and lived experience, credited with driving change, creating an inclusive culture, and building best-in-class teams.



S&P Global (NYSE: SPGI) provides Essential Intelligence. We enable governments, businesses and individuals with the right data, expertise and connected technology so that they can make decisions with conviction. From helping our customers assess new investments to guiding them through sustainability and energy transition across supply chains, we unlock new opportunities, solve challenges and Accelerate Progress for the world.

## DEPARTMENT BREAKDOWN

WHAT ARE YOUR KEY DEPARTMENTAL OBJECTIVES OVER THE NEXT 6 TO 12 MONTHS?

- Refresh tech stack, implementing vendors that use AI to enhance the people function within our organization
- Using AI to enhance DEI within the organization

WHAT IS YOUR CURRENT TECHNOLOGY STACK?

Workday, ServiceNow, Salesforce

HOW MANY PEOPLE REPORT TO YOU (BOTH DIRECTLY AND INDIRECTLY)?

110

WHAT IS YOUR TOTAL BUDGET OVER THE NEXT 12 MONTHS PERIOD?

\$25 to \$50 million

## PROJECT INSIGHTS

PROJECT OR INITIATIVE DESCRIPTION

- Using AI-powered technology to save time on repetitive tasks and make our people within the organization more self-sufficient
- Improve employee experience

WHAT NON-BUDGETARY CHALLENGES DO YOU ANTICIPATE?

Talent retention

WHAT 3RD PARTIES ARE YOU HOPING TO MEET WITH?

Companies using AI to help improve the employee experience

WHAT IS YOUR TIMELINE FOR IMPLEMENTATION?

6-9 months

WHAT IS YOUR BUDGET FOR THIS PROJECT?

\$10-20 Million



**What technology/services are of strategic importance to you in the next 12 months?**

**Please indicate level of need/importance below.**

**We realize everyone has priorities, so we asked the delegates theirs. This is so that we can create a more personalized experience for all our attendees.**

Leverage AI for efficient, bias-free talent acquisition and screening	B
Develop reskilling and upskilling programs to prepare employees for AI-driven workplaces	E
Design ethical AI frameworks to ensure fairness and transparency in HR processes.	D
Using AI-powered chatbots to personalize the onboarding experience and improve employee engagement	C
Monitor and adapt to the evolving AI landscape to stay ahead of the curve	B
Unleashing the Power of Skills-Based Matching: How AI Can Identify Top Talent Beyond Resumes	D
Building a Diverse Talent Pipeline: Leveraging AI to Mitigate Bias in Sourcing and Screening	A
From Screening to Shortlisting: Streamlining Candidate Assessments with AI-Driven Interviews	E
Engaging the Best Fit: Using AI to Personalize Candidate Communication and Improve Offer Acceptance Rates	A
Predicting Future Performance: Can AI Help Identify High-Potential Candidates for Long-term Success?	D
Personalized Benefit Recommendations: Leveraging AI to Tailor Benefit Plans to Individual Employee Needs.	C
Boosting Employee Engagement: Using AI Chatbots for 24/7 Benefit Explanation and Support.	A
Optimizing Cost Management: AI-powered Analytics for Identifying Savings Opportunities in Benefit Programs.	C
Predictive Healthcare Navigation: AI Tools to Guide Employees Towards the Right Care Options.	B
Simplifying Benefit Enrollment: Streamlining the Process with AI-powered Automation and Decision Support.	A