ALS Global

MARK ZORBAS, CHIEF PEOPLE OFFICER

Global executive with extensive experience building organizational capability, shaping strategy and culture, and accelerating the performance of leaders and teams. Expertise in all key areas of human capital management and leading organizational change in response to rapid growth, strategy shifts, business turnarounds, digital disruption and M&A.

A strong collaborator and inclusive leader with a passion for building high-performing and engaged work environments where people feel a sense of shared purpose. Pragmatic and commercially minded, with a proven track record in aligning strategy, structure and culture, supported by effective people systems, practices and programs to achieve the long-term vision.

ALS is a global leader in scientific testing, providing comprehensive testing solutions to clients in more than 60 countries across a wide range of industries, including environment, food and beverage, mining, personal care, pharmaceutical, healthcare and equipment reliability. Using state-of-the-art technologies and innovative methodologies, our dedicated international teams deliver the highest-quality testing services and personalised solutions supported by local expertise. We help our clients leverage the power of data-driven insights for a safer and healthier world.

DEPARTMENT BREAKDOWN

WHAT ARE YOUR KEY DEPARTMENTAL OBJECTIVES OVER THE NEXT 6 TO 12 MONTHS?
-Implementing AI to enhance the employee experience
-Alleviate the burden of IT through the use of AI Chatbots

WHAT IS YOUR CURRENT TECHNOLOGY STACK?
Oracle, ADP, Ceridian, Aurion, LinkedIn

HOW MANY PEOPLE REPORT TO YOU (BOTH DIRECTLY AND INDIRECTLY)?
150+

WHAT IS YOUR TOTAL BUDGET OVER THE NEXT 12 MONTHS PERIOD?
$10 to $25 million

PROJECT INSIGHTS

PROJECT OR INITIATIVE DESCRIPTION
-Revamping our current tech stack to up to-date with modern technologies that will save the organization time & money
-Reducing time to onboard employees
-leadership development

WHAT NON-BUDGETARY CHALLENGES DO YOU ANTICIPATE?
In 70 countries so difficult for consistent global implementations

WHAT 3RD PARTIES ARE YOU HOPING TO MEET WITH?
Open to exploring any and all technologies that use AI to modernize workforce management and improve retention rates

WHAT IS YOUR TIMELINE FOR IMPLEMENTATION?
1 year

WHAT IS YOUR BUDGET FOR THIS PROJECT?
$10 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