# 5 WAYS COMMAND-DRIVEN AI EMPOWERS ORGANIZATIONS



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# If you're not taking full advantage of the employee data that exists in your HR software, you're losing:

» valuable insight into your workforce

» the full value of your tech investment

» agility and agency to make smart decisions

Luckily, you don't need to be a superuser or a technical expert to do it. It's possible with a command-driven AI engine in a truly single database.

## What is a command-driven AI engine?

Command-driven AI doesn't make assumptions about data or attempt to create summaries about it. Instead, it automatically finds the answer from available sources and presents it as-is to help eliminate ambiguity. It doesn't guess. It doesn't interpret. It simply delivers clarity.

For you, a command-driven AI engine ensures you have simple, straightforward access to the workforce data you need *whenever* you need it. No need to navigate a software or wait on someone to get you an answer. Simply ask a question or give a prompt, and the tech instantly delivers an accurate answer based on data employees entered themselves.

# How could a command-driven AI engine transform the way you lead?

Review these questions to determine how a command-driven AI engine gives you reliable and instant insight that generative AI currently can't.

1. **Is your organization using open-source and generative AI apps?**

    | Yes | | No | |
    |---|---|---|---|

    » In its current state, open-source and generative AI attempts to interpret the information it finds or fills in the blanks when it can't identify an answer.
    • The results it produces are speculative at best, and could potentially mislead you and your workforce.
    » Plus, certain providers' AI tools may cost extra, so you're effectively paying for tech you can't consistently rely on.
    ✦ **A command-driven AI engine only pulls from the data it has access to and *won't* provide an answer for data it can't find, so you only receive accurate responses.**

2. **Are you confident your organization's AI tools aren't risking data security?**

    | Yes | | No | |
    |---|---|---|---|

    » Since generative AI currently sources its answers from information it finds on the internet, it's constantly communicating with unvetted systems not directly associated with your business.
    • If an employee has a question about their salary or health info, generative AI may expose this sensitive data to a third-party source in an attempt to find an answer.
    ✦ **A command-driven AI engine in a single database only pulls from what it can access — not randomly from the internet — to help eliminate your organization's cybersecurity vulnerability.**

3. **Could your organization's AI tools be limiting human oversight or unfairly impacting specific employee groups?**

    | Yes | | No | |
    |---|---|---|---|

    » When generative AI leads users to an incorrect or inaccurate answer, it negatively affects their ability to make appropriate decisions.
    • Generative AI may not consider age, race, gender or other factors that could impact your compliance when it produces an answer.
    • You also need to verify who is responsible for AI-generated errors and ensure those issues don't continue to harm operations.
    ✦ **A command-driven AI engine doesn't make assessments on the employee data it pulls, preventing problematic recommendations and ensuring human oversight throughout all decisions.**

4. **Do you know where the data that supports your organization's AI tools is being housed?**

    | Yes | | No | |
    |---|---|---|---|

    » Generative AI stores the questions you ask so it can "learn" how to provide better responses over time. In doing so, you can't always verify the location and nature of every data center used to store this data, so you have to ask:
    • Do we know how our AI tools use sensitive employee data?
    • Do we have to pay extra for third-party storage?
    ✦ **A command-driven AI engine eliminates this doubt by only pulling data that employees entered from a data center your provider manages securely in-house. This means you know exactly where and how your workforce data is stored and used.**

5. **Has your workforce received training on generative AI best practices when using it for HR tasks?**

    | Yes | | No | |
    |---|---|---|---|

    » Generative AI still requires extensive prompting, persona building and training to be used effectively.
    • Even then, no amount of training can completely eliminate the chance of it providing unverifiable info or incorrect assumptions.
    ✦ **A command-driven AI engine requires no training. Users simply type or voice a command to request data, and that's it. The tech provides an answer or shows the user where they need to make an update, no navigation required.**

## CONCLUSION

A command-driven AI engine benefits your workforce at every level. It gives employees instant answers about their data, while allowing HR more time to focus on the human elements that drive the long-term success of your organization.

Meanwhile, you don't have to wait on those same employees to get you the data you need to lead effectively. Instead, a command-driven AI engine in a single database helps you:
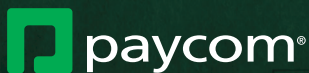
» **find crucial info without technical expertise**

» **keep a finger on your organization's pulse**

» **free staff from wasting time searching for info**

And remember: Command-driven AI isn't about replacing people, but empowering you and your workforce to effectively move and scale with your vision.

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