SYLVESTER & CO

CONFIDENTIAL NETWORK

HR AI Network
Recruitment & Talent

A confidential network for TA leaders and senior professionals who want to translate AI into better quality, a stronger candidate journey, and a more mature Talent Acquisition practice.

Network Director
Christian Sylvester

Network Leader
Martin Arvidsen

AUDIENCE

Built for Those Who Must Choose Wisely

AI is changing the recruitment and talent field faster than most other HR disciplines. Search, screening, candidate communication, employer branding, and process design are directly affected — while the demands for quality, transparency, and responsible use continue to rise.

Critical evaluation

Assess where AI creates real value — and where it does not

Responsible use

Ensure transparent and ethical use of AI in recruitment

Balance

Balance technology with human judgment and professional discretion

Risk management

Handle bias, misclassification, and poor decision support

The target audience is **Head of TA, Senior TA Consultants, Recruitment Manager and Talent Acquisition Lead** — profiles with responsibility for processes, quality, and the candidate journe

NETWORK DNA

This network is not a traditional HR forum

This network IS

- A confidential forum for systematic work with processes and methods
- Focused on governance, management priorities, and responsible practice
- Facilitated and dialogue-based — participants contribute their own cases and dilemmas

This network is NOT

- A traditional HR network
- An trends forum or inspiration event
- A tool training course with vendor pitch

⚠ Many are already working with AI in TA. Fewer have a confidential forum to work **systematically** with implementation.

THE LEARNING JOURNEY — PART 1

Meetings 1–3: From Maturity to Prototyping

The first three meetings build a shared foundation — from understanding AI maturity and technological insights to concrete prototyping in your own processes.

LEARNING JOURNEY — PART 2

Meetings 4–5: From Practice to Strategy

The final meetings elevate the perspective from concrete application to strategic leadership — culminating with participation in Nordic HR AI Summit.

Meeting 4 — Governance, ethics, and implementation

Governance frameworks for AI in recruitment. Compliance and documentation in relation to the EU AI Act. Internal guidelines, roles, and follow-up. *Output: Build your own governance framework and prepare input for the AI*

Meeting 5 — Strategy, roadmap, and the future of recruitment

Developing an AI strategy for recruitment. Roadmap with quick wins and long-term initiatives. Maturity assessment and ROI. *Output: Presentation of the roadmap in plenary.*

MEETING 6 | VIP ACCESS

Nordic HR AI Summit

As a network member, you attend the annual HR AI conference as a VIP. You can bring **one colleague for free**. Total conference value: approx. **6,000 kr.**

VIP Access

Full access to Nordic HR AI Summit as a network member

+1 Free

Bring one colleague at no extra cost

~6,000 kr.

Total conference value included in the membership

BENEFITS

What You Gain — For You and Your Organisation

As a participant, you can:

- Evaluate AI solutions critically and make better methodological choices
- Design and quality-assure AI-supported recruitment processes
- Navigate bias, ethics, and compliance responsibly
- Turn AI from experiments into implementable practice
- Present a concrete AI roadmap for recruitment

The organisation gets:

- More responsible and well-considered use of AI in recruitment
- Better balance between efficiency and quality
- Lower risk of bias, errors, and lack of transparency
- Stronger candidate journey and employer brand

The focus is on experience, reflection, and learning — not inspiration or trends.

NETWORK LEADERS

Meet the Team Behind the Network

Christian Sylvester — Network Director

Founder of Sylvester & Co and responsible for the professional foundation and strategic direction of HR AI Network.

Martin Arvidsen — Network Leader

Experienced facilitator with deep roots in recruitment and Talent Acquisition. Leads the network groups in both East and West Denmark.

PRACTICAL INFORMATION

Framework & Terms

Meetings

5 in-person meetings + annual Nordic HR AI Summit (meeting 6)

Timing

Typically 10:00–15:00 (5 hours per meeting)

Geography

EAST and WEST Denmark + Malmø & Lund, Sweden.

Launch

The group starts when 6 members are ready to join

Price

DKK 18,000 + VAT per year — including all meetings, facilitation, and materials

READY TO JOIN

Ready to take the next step?

Contact us for a no-obligation conversation about content, format, and East/West placement.

Email

info@sylvester-co.dk

Phone

0045 27 50 90 78

No obligation

We'll talk about the network and your placement. You can attend the first meeting without any charge.

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