

What's next in AI for HR: See our product roadmap for what's coming soon

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AI is no longer a future vision – it's transforming work today. Explore how agentic AI, AI interviewers, and digital twins are reshaping recruiting, performance, and productivity in 2025 and beyond.

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🕒 4 min read



- Agentic AI is transforming hiring from a manual process into a 24/7, automated conversation.
- Digital twins are redefining how we understand, manage, and grow workforce potential.
- Talent intelligence isn't just surviving disruption – it's building the future of work.

The past year at Eightfold has been marked by rapid innovation and tangible real-world impact.

In 2024, we delivered foundational shifts in how we help customers operate more efficiently, move faster, and deliver better candidate and employee experiences. We're proud of what we've delivered, but we're even more excited about where it leads.

These innovations are more than standalone features – they're building blocks for what comes next: a new era of agentic automation and a deeper, more dynamic understanding of the workforce.

At Cultivate '25, we explored how these developments set the stage for the next chapter in

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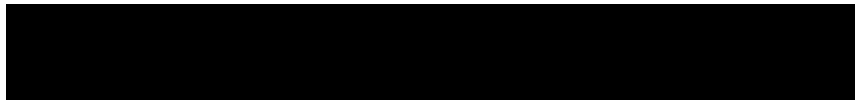


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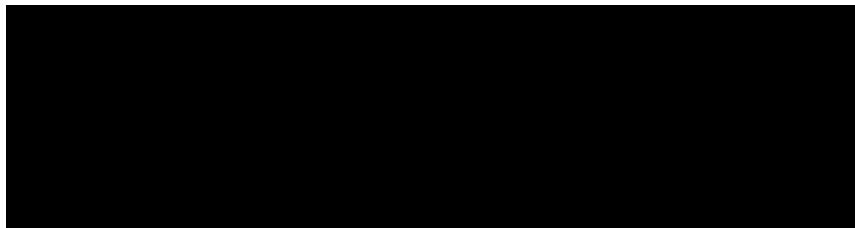
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changing world

From economic shifts and trade turbulence, to the transformative impact of AI, it's clear that 2025 presents a whole new set of challenges for organizations.

Our [Talent Intelligence Platform](#) was built precisely for times like these, combining enterprise data, market data, and user interactions to create actionable insights.

In 2021, this platform helped organizations navigate the pandemic. Today, it continues to evolve, offering [CHROs](#) a comprehensive view of workforce skills and empowering employees with disrupted roles to find new opportunities.

It's our commitment to ensuring organizations and individuals stay resilient in the face of change.

Embracing agentic automation to reimagine recruiting

One of the most exciting areas of innovation is what we refer to as [agentic automation](#).

Agentic AI represents the next step in evolving workflows from manual to AI-driven and now to autonomous agents that handle tasks at scale.

For recruiters, much of the workflow has traditionally been manual and repetitive. Our [AI interviewer](#) changes the game by automating the phone screening process. Using agents in this way isn't just about saving time. It's about transforming the recruiting experience.

Imagine a world where recruiters can instantly invite candidates to interviews without the usual back-and-forth of scheduling. Candidates engage in natural conversations with an AI interviewer, which collects responses, evaluates them, and ranks candidates based on performance. It's 24/7, simultaneous, and scalable.

And this isn't a future vision – it's happening now.

Companies like Dexcom are already piloting this technology. As [Matt Hill](#), VP of Talent Acquisition, shared at Cultivate, AI interviewing has the potential to shave days off hiring timelines while delivering a better candidate experience.

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This is where our digital twin concept comes into play: a comprehensive and dynamic profile of each employee's knowledge, skills, and tasks gathered from their everyday work.

With this digital twin, we can:

- Automate performance reviews by generating self and peer feedback based on real work data.
- Provide instant status updates from employees' systems of work, saving hours of manual reporting.
- Identify skill growth in real time and recommend personalized learning and career opportunities.

This approach also empowers managers. Imagine a manager onboarding a new employee with a 30-60-90 day plan generated from the digital twin of the person they're replacing. Another excellent use case is automatically generating requisitions for backfilling roles based on the departing employee's skills and contributions.

Giving people the gift of time

All these innovations — AI co-pilots, interviewers, digital twins — are driven by a simple goal: to [give people time back](#). Time to focus on the strategic, human aspects of their work. Time to innovate, collaborate, and grow.

It's not just about replacing tasks. It's about augmenting human capabilities and enabling organizations to thrive in an era of rapid change.

Through that change, it's clear to me that we're not just witnessing a technological evolution — we're shaping a new paradigm for work. Our Talent Intelligence Platform is moving from a two-dimensional view of workers to a three-dimensional understanding of the work itself.

From talent acquisition to talent management, from resource planning to employee engagement, these advancements are transforming how we attract, develop, and retain talent.

If you're ready to take your organization into the future, we're here to partner with you. The technology I've shared today is live, and we're just getting started.

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AI is transforming how we work – and HR is at the forefront of choosing how we will approach this critical moment by leading with curiosity or fear. Here, we present practical insights on organizational design, essential human skills, and your evolving role in leading the AI-driven workplace with curiosity, conviction, and clarity.

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Why 90% of AI leaders are betting on the CHRO-CIO partnership

Nov 18, 2025 – ⌚ 8 min – 👤 [Amber Grewal](#)

AI transformation demands a strategic partnership between the CHRO and CIO. Our latest survey reveals what's working for organizations succeeding with AI initiatives, and how involving your CHRO can accelerate progress.

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The most important job of 2026 is the AI agent orchestration specialist

Nov 06, 2025 – ⌚ 3 min – 👤 [Amber Grewal](#)

Learn why AI orchestration specialists are critical in 2026 to onboard, integrate, and maximize the impact of AI agents across your organization.

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HR leaders are transforming their workforces with talent intelligence.

[Discover how](#)


Eightfold AI doesn't just organize data – we understand people. As pioneers of the world's most innovative AI-native Talent Intelligence Platform, we combine enterprise data, market insights, and user interactions to create a complete picture of talent across the entire employment life cycle, providing an end-to-end experience that includes hiring, development, and retention. A third of our customers are from Fortune 500 companies and have relied on us to move faster and more strategically than the competition. Our platform is guiding our customers through the greatest work acceleration in history by unlocking the power of people and showing them how partnering with AI can unleash unlimited potential.

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