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# This HR tech platform has adopted generative AI across employee lifecycle

The HR Tech platform offers a wide variety of applications that encompass performance evaluation, succession planning, reporting, core HR functions, recruitment, and various other areas across the entire span of the employee lifecycle.

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How do you envision AI transforming your workplace?

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☐ Automating jobs & displacing employees

☐ Creating new job opportunities

☐ Negligible impact on most jobs

☐ Uncertain or mixed feelings

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It harnessed advanced intelligence to simplify tasks throughout the employee journey, which included generating OKRs, coaching new joiners with nudges, creating comprehensive reports, and offering recommendations drawn from existing enterprise-wide people data.

Unveiling the advanced capabilities of HR Tech, Sandeep Chaudhary, CEO PeopleStrong said, “Over the course of the next decade, Artificial Intelligence, especially Generative-AI will redefine the role, structure and engagement of HR. PeopleStrong’s integration of Generative AI is more than just a technological advancement; it’s a strategic move towards a future where HR will transform into an experience led function. It’s a future where technology and human insight merge to create a more responsive, intelligent, and human-centric approach to work. We’re excited to be at the forefront of this innovation, enabling our 2 million+ users to leverage this cutting edge technology to transform their HR and script their growth story.”

The HR Tech platform presents a diverse array of applications that extend across performance evaluation (<https://www.peoplesmatters.in/article/compensation-benefits/how-to-conduct-an-effective-performance-appraisal-37320>), succession planning, reporting, core HR functions, recruitment, and various other domains throughout the entirety of the employee lifecycle.

An instance of this is its capability to enable AI-generated goal/OKR creation and seamless distribution down the hierarchy to direct reports. PeopleStrong claimed that the platform democratised HR accessibility by providing all employees with a dedicated talent coach.

This will empower employees to map out their career paths, identify crucial skills for professional growth, and even access customised courses to enhance their skill repertoire. Furthermore, conversational analytics will empower leaders to inquire directly, eliminating the need to generate reports and sift through data to uncover insights or solutions.


"Integrating Generative AI into our product emerged as a logical advancement in our relentless quest to redefine HR technology," affirmed Vineet Pandita, CTO of PeopleStrong. "We are steadfast in our belief that this groundbreaking technology will not only lift HR practices to new heights of efficiency but also play a pivotal role in sculpting the future of work. It's a step towards a more intuitive and intelligent HR landscape."

PeopleStrong introduced India's First AI-Powered Chatbot (<https://www.peoplesmatters.in/article/technology/what-not-to-share-with-ai-chatbots-like-chatgpt-38353>), Jinie, back in 2017, which was succeeded by the AI-Driven Skill Cloud in 2022. The incorporation of Generative AI further exemplified PeopleStrong’s resolute dedication to pushing the boundaries of technological innovation.

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## AXISCADES onboards Hrishi Mohan as Group CHRO

Before being appointed as Group CHRO of AXISCADES, Mohan worked with Tenshi Life Sciences as HR head.



AXISCADES Technologies has appointed (<https://www.peoplesmatters.in/search?q=appointment>) Hrishi Mohan as its group chief human resources officer.

Mohan comes with more than two decades of experience in business partnering, learning and development and strategic change management across multiple geographies.

**Also Read:** Axis Securities welcomes Ketan Darji again as the new TA head ([/news/appointments/axis-securities-welcomes-ketan-darji-again-as-the-new-ta-head-41709](#))

His specialties lie in change management in complex business transitions, talent strategy and innovation expertise, cross-cultural sensitivity of managing diverse cultures, and solid HR business partnering expertise. Mohan worked with Wipro for more than 16 years.



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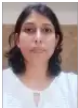
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Mohan has joined AXISCADES from Tenshi Life Sciences where he worked for more than two years. Wipro, Accenture, Godrej-GE Appliances, and Upskill World are other organisations where he worked previously.

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# McKinsey launches Lilli: An in-house generative AI tool for its workforce

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Lilli was developed to adhere to McKinsey's exacting technology standards, utilising leading-edge platforms within the industry.



McKinsey and Company, garnered attention earlier this year for its swift adoption of generative AI tools. In June, the company announced that almost half of its 30,000 employees had embraced this technology.


Now, the firm introduced its proprietary generative AI tool named Lilli. Developed by McKinsey's ClieTech team led by CTO Jacky Wright, Lilli is a fresh chat application tailored for the company's employees.

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This innovative tool offers a spectrum of functionalities, including dispensing information, insights, data, plans, and even suggesting the most suitable internal experts for consulting initiatives. These capabilities are founded on an extensive database of over 100,000 documents and interview transcripts.

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“Lilli aggregates our knowledge and capabilities in one place for the first time and will allow us to spend more time with clients activating those insights and recommendations and maximising the value we can create. An engagement team will be able to spend more time on problem-solving, coaching, building capabilities, and helping clients achieve the performance they aspire to achieve” said Erik Roth, a senior partner with McKinsey who leads the firm’s development of Lilli and integrating Gen AI technologies (<https://www.peoplematters.in/article/leadership/what-leaders-should-know-about-generative-ai-38270>) into the way we work.

In honour of Lillian Dombrowski, the initial woman employed by McKinsey in a professional services capacity in 1945, the AI tool has been christened Lilli. Having undergone a beta phase since June 2023, Lilli is scheduled for a full-scale implementation throughout McKinsey this upcoming autumn.

How does Lilli operate?

When a user inputs a question, Lilli can scan our extensive knowledge database, pinpointing five to seven of the most pertinent pieces of content. It then condenses the essential points, incorporates links, and can even recognize experts in the relevant domains. The platform offers two distinct modes: one for exploring McKinsey’s internal knowledge repository and another option for external sources.

Lilli was meticulously crafted in alignment with McKinsey’s rigorous technology benchmarks, employing top-tier platforms in the industry. The tool was then put to the test with actual users, including both consultants and internal clients. Phil Hudelson, a McKinsey partner at the helm of technology platform development (<https://www.peoplematters.in/article/hr-technology/a-data-driven-approach-to-career-development-and-employee-retention-36500>), highlights that, in a way, the technological aspect was the straightforward aspect of this endeavour.

The primary challenge lay in maintaining swiftness while engaging the appropriate stakeholders, including legal, cyber security, risk management, and talent development experts. This comprehensive approach was essential to ensure the tool’s effectiveness firmwide.

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