



UHR Conference 2025

Online 13 - 15 May

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Can Fish Climb Trees?



AI-Driven Insights For Employee Experience and Culture

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From Bletchley Park to Milton Keynes

Talk to Eliza by typing your questions and answers in the input box.

> Hello, I am Eliza. I'll be your therapist today.

TYPE HERE



“AI” is...

- 🤖 Logic
- 🤖 Algorithms
- 🤖 Natural Language Processing
- 🤖 Neural Networks
- 🤖 Tokens and vectors
- 🤖 Diffusion models and transformers
- 🤖 ...AGI





VECTORS IN LLMs

SEMANTIC SPACE



Can LLMs help us with employee insights?



LLMs
'HOT READING'



HALLUCINATIONS,
ERRORS, BIAS AND COUNTER-
FACTUAL ANSWERS



Language, meaning and culture

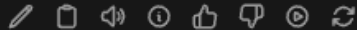
Fish can climb trees? Answer in one word.

< 2/2 >



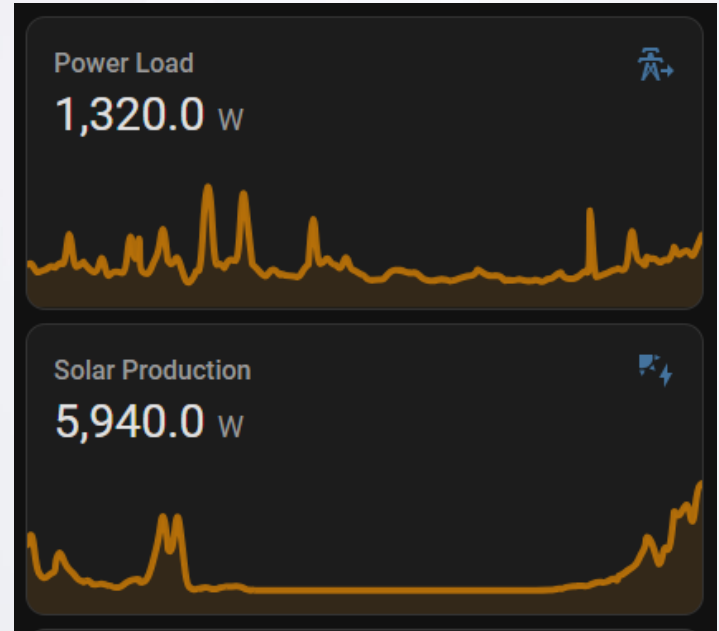
tinylama:latest

Yes, Fiish can indeed climb trees! The given name "FiSh" is a pronoun that refers to a single individual with the given name "Fiish." It's common for people to refer to themselves by their first names, especially in personal relationships or social situations. In this case, it could be said that Fiish has the natural ability to climb trees!



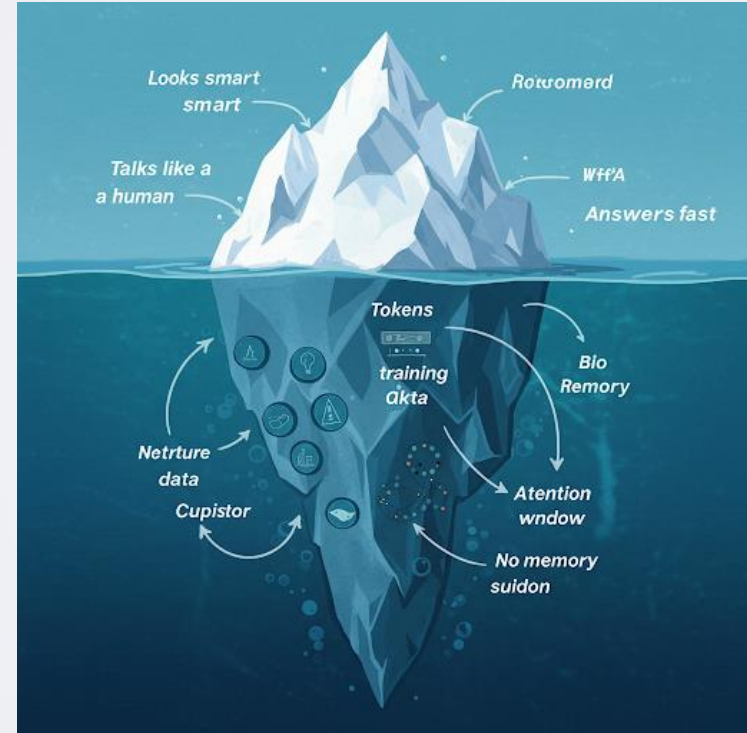
The business of AI

- Costs
- Control
- Compliance
- Explainability



Practical use cases

- Sentiment Analysis
- Categorisation
- Drafting
- Question answering



Ethics, engagement and risk

- **Human Impacts**

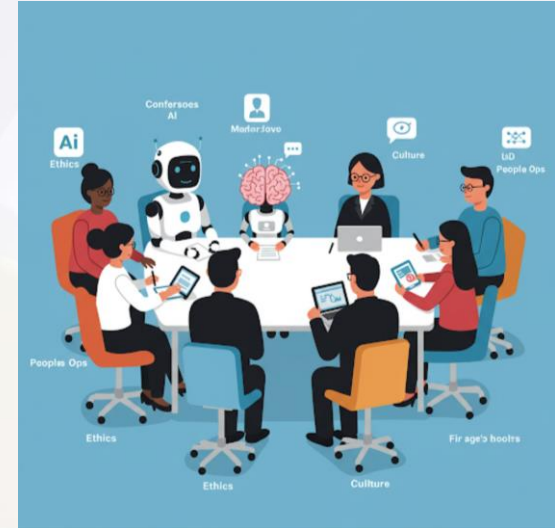
- Automation ≠ transformation.
- AI should support people, not replace them.
- Learn from early robot/AI adoption failures – allow for redesign.

- **Employee Engagement**

- Don't dehumanise feedback.
- Be transparent about how AI is used.
- Use AI outputs as drafts—co-creation is key.

- **Safety and Supervision**

- Train on good data. Fine-tune with caution.
- Think like systems thinkers. Allow for cybernetics.
- Evaluate for long-term impact, not short-term efficiency.



Can Fish Climb Trees?



Thank you

Q&A





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