



John Sumser

Former Senior Fellow, Human Capital
The Conference Board

John Sumser is a former Senior Fellow, Human Capital at The Conference Board and the Principal Analyst at HRExaminer, a company focused on pushing the boundaries of HR and HR Technology through research and which publishes a regular flow of content about the leading edges of HR practice in research reports, podcasts, and articles. John maps emerging technologies in an annual research report based on demos and quantitative surveys.

Currently, Sumser is in the midst of a multi-year exploration of AI and Analytics in HR. The arena is exploding both in vendor offerings and practitioner adoption. The change in HR has already happened. It's just not evenly distributed. He is deep in the research for the 3rd Annual Index of Intelligent Tools and Data in HR.

In addition to research, Sumser consults with vendors on product development and with practitioners on AI strategy and implementation. Recently, he's begun helping HR Departments with 'health checks' of their internally developed data models and algorithms.