

Q3 2024 PULSE SURVEY RESULTS

AI talent and leadership trends in the technology industry



HEIDRICK & STRUGGLES

Compared to a year ago, technology companies are making more use of more tactics to find the AI talent they need, with big jumps in use of consultants and on-demand leaders

How is your company building AI expertise? (%)

■ Q3 2024 ■ Q3 2023



The top challenge in building AI expertise spiked this quarter: a lack of leaders who can combine AI and business expertise

What challenges, if any, is your company having in building AI expertise? (Top five shown, %)

■ Q3 2024 ■ Q3 2023



As AI evolves quickly the need for leaders who can combine AI and business expertise is higher than ever

In implementing AI, concerns about cost and ROI have risen notably since the summer

What challenges, if any, is your company having in implementing AI? (Top five shown, %)

■ Q3 2024 ■ Q2 2024



Technology companies are most often seeking people who can help them integrate AI into their day to day work

Which types of AI expertise is your company focusing on building? (%)

Talent to integrate AI tools into company processes and workflows

78

Talent to build/maintain AI tools

57

Talent with experience using AI tools in day-to-day work

38

Talent with general knowledge of AI

28

Talent to train others in using AI tools

28