

Hire Like a Team Twice Your Size

What to hand to AI and what to keep human — for lean teams moving fast

AUTO Automate fully AI+YOU AI drafts, you decide HUMAN Human only — no shortcuts		
STEP	CALL	WHY — IN ONE BREATH
Job post & outreach drafts	AUTO	AI builds the first draft. Edit what sounds wrong. Publish when it sounds like you.
Resume screening	AI + YOU	AI stack-ranks the list. You make every call. Assume the bot buried someone good.
Scheduling	AUTO	Pure logistics. No one remembers who sent the calendar invite.
Recruiter screen	HUMAN	First impression goes both ways. A bot can't read the room or sell the role.
Interview prep & scorecards	AI + YOU	AI structures the question set. You add the ones only this company would ask.
Panel interviews	HUMAN	Real evaluation requires presence. If your panel isn't in the room, you're not really interviewing.
Debrief & meeting notes	AI + YOU	AI transcribes and summarizes. You run calibration. Bias in, bias out — you're the check.
References	AI + YOU	AI writes the question set. You make the call. A good reference conversation isn't a checklist.
Offer	HUMAN	This is the moment someone decides to say yes. A bot can't close it. Neither can an email.
Rejection & closing the loop	HUMAN	They'll remember how you said no. A template that sounds like a template costs you the next candidate.

NEVER AUTOMATE THESE

- The offer call
- Any final-round rejection
- The first human touchpoint with a candidate
- Anything they'll describe in their next job interview

START MONDAY — NO NEW TOOLS

1. Scheduling: use Calendly or your existing calendar tool
2. JD drafts: paste HM notes into ChatGPT, edit down, publish
3. Interview notes: turn on auto-transcription in Zoom or Teams

Deciding is the easy half. Wiring it into your team's actual workflow is the Intensive — 60 minutes, \$350, credited toward any engagement.

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