DR. MARÍA AMPARO DÍAZ-LLAIRÓ

AI FOR HUMAN EXCELLENCE

HOW ETHICAL AI, EMOTIONAL INTELLIGENCE, AND CONSCIOUS LEADERSHIP BUILD HIGH-TRUST, HIGH-PERFORMANCE ORGANIZATIONS

MEDIA KIT

ABOUT THE BOOK

Title: AI for Human Excellence
Subtitle: How Ethical AI, Emotional Intelligence, and Conscious Leadership Build High-Trust, High-Performance Organizations
Author: Dr. María Amparo Díaz-Llairó
Publisher | Imprint: KDP
Formats: Paperback | Hardcover | Kindle
Trim size / Pages: 6" × 9" | 423 pages
ISBN: Paperback 9798275942422; Hardcover 9798275948172
Publication date: January 2026
Territories: World

Categories (BISAC): Primary BUS085000. Human Resources & Personnel Management; Secondary COM082000 Artificial Intelligence / General; Secondary BUS071000. Leadership.

Subjects (THEMA): Primary: Primary THEMA: KJF Personnel & human resources management. Secondary:

- KJMV Leadership & motivation
- KJMB Management decision-making
- UDB Artificial Intelligence
- KJMD Business ethics
- KJQ Corporate culture

Executive overview

AI for Human Excellence delivers an operating model built for Boards and C-suites, one that integrates ethical AI, emotional intelligence, and conscious leadership to drive measurable performance. This isn't about AI as a tech upgrade. It's about using AI as a strategic lever to build trust, sharpen decisions, and embed quantifiable well-being into talent systems.

Drawing on 25 years of global practice, Dr. María Amparo Díaz-Llairó shows how explainability drives execution: traceability, verified equity, auditable decisions, and emotional health at scale. The book maps how CHROs and CEOs can redesign HR into an intelligent talent function capable of anticipating disruption, operating with regulatory confidence, and delivering outcomes that withstand scrutiny from Boards, Finance, and regulators.

This framework aligns with UAE Vision 2031 and the National AI Strategy, offering a governance model that supports MOHRE's mandate for responsible AI adoption in talent management while meeting global standards (EU AI Act, EEOC, ISO).

The book covers five parts: vision to execution. Intelligent acquisition. Skills-based architectures. People analytics. AI governance. Bias audits. And CEWI™, the first Cognitive & Emotional Well-Being Index.

Inside: 100 formula-ready KPIs. Governance tools. A complete CHRO-to-Board playbook for responsible automation, transparent metrics, and evidence-based decisions across units and regions. AI for Human Excellence puts human judgment, not algorithms, at the center of strategy. It shows how to build high-trust, high-performance organizations where technology amplifies dignity, clarity, and leadership.

Press contact: press@globalhumancapitalgroup.com
Author: https://www.linkedin.com/in/amparodiazllairo/

> **"AI will transform work, but only human excellence can secure trust, well-being, and sustainable results"**

AI for Human Excellence: The framework for ethical, emotionally intelligent, high-trust organizations.

AI for Human Excellence redefines how leaders use AI, not to replace talent, but to elevate it. This book integrates ethical AI, emotional intelligence, and conscious leadership into a practical blueprint for high-trust, high-performance organizations.

The book reframes AI: not a tech upgrade, but a driver of ethical performance, strategic clarity, and measurable well-being. The result? A replicable operating model where explainability becomes action traceability, verified equity, auditable decisions, and emotional health at scale.

Five parts. Vision to execution. You'll learn how to redefine HR for the AI age, design intelligent talent systems, build AI-powered recruitment and mobility models, deploy bias-resilient governance, and use 100 board-ready KPIs tied to productivity, performance, retention, and cost. You get advanced tools: AIA frameworks, DPIAs, model cards, equity audits, and CEWI™ (Cognitive & Emotional Well-Being Index). Everything you need to operate confidently in complex, regulated, multi-country environments.

The final section introduces the AI for Human Excellence™ Method. This complete CHRO-to-Board operating model unites responsible automation, talent intelligence, and dignity-centered leadership for long-term strategic advantage.

If your ambition is to build an organization where AI strengthens humanity, enhances judgment, and accelerates excellence, this book gives you the governance, metrics, and execution playbook to make it real.

SYNOPSIS

Who should read this
- CHROs & HR Executives scaling AI pilots into operational models.
- CEOs & Business Leaders linking talent to growth, performance, and cost discipline.
- HRBPs & CoEs designing skills-based architectures and responsible automation.
- Boards & Policymakers aligning governance with the EU AI Act, EEOC, and global standards.
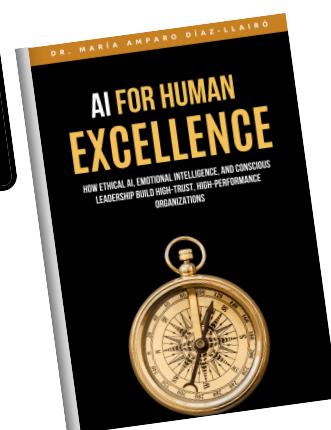
What's inside
- Formula-ready KPIs: talent, AI, governance, well-being.
- Governance tools (AIA, DPIA, model cards, bias audits).
- Skills Twin: mobility, comp, workforce planning.
- AI landscape mapped to real HR use cases.

Why now
The competitive window for ethical, emotionally intelligent AI is closing fast. Organizations that elevate the human standard trust, transparency, judgment, and well-being will be the ones that lead markets, attract top talent, and earn long-term societal credibility.

Why buy this
- Board-level metrics. Apply them today.
- Ethical AI aligned with EU AI Act & EEOC.
- Emotional intelligence for AI workplaces.
- Bias audits: SRR $\geq$ 0.80 standard.
- Future-of-work scenarios (2028–2035).
- Governance tools: AIA, DPIA, model cards, audit templates.
- Skills Twin: hiring, mobility, comp.
- CEWI™: measure emotional well-being and cognitive sovereignty.
- Real cases. 100 KPIs. Formulas included.
- Complete CHRO-to-Board playbook.

Sinopsis Amazon

AI for Human Excellence delivers an integrated framework that unites ethical AI, emotional intelligence, and conscious leadership to build high-trust, high-performance organizations. This isn't AI as a tech upgrade it's a driver of ethical rigor, strategic clarity, and measurable well-being.

Transparent governance. Verified equity. Audit-ready tools: AIA, DPIA, model cards, SRR ≥ 0.80 bias audits, and the CEWI™ Index. You'll design intelligent talent systems, make responsible decisions, and operate confidently in complex, regulated environments.
A definitive guide for CHROs, CEOs, Boards, and policymakers committed to ensuring that AI strengthens human judgment, elevates talent, and creates organizations where trust becomes a strategic advantage.
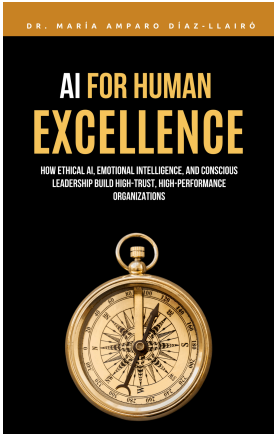
Amazon short description

AI for Human Excellence: a board-ready framework uniting ethical AI, emotional intelligence, and conscious leadership. Governance tools. Bias-resilient systems. 100 executive KPIs. For CHROs, CEOs, and Boards who want intelligent talent systems and responsible decisions that elevate human excellence.

TOP KDP Keywords:

ai act compliant hr
management science kpis
ethical artificial intelligence leadership
ai driven talent management
 organizational learning transformation
emotional intelligence workplace well being
bias audit srr 0.80 equity standard

Categories Amazon:
- Business & Money → Human Resources → Human Resources & Personnel Management
- Business & Money → Management & Leadership → Management Science
- Business & Money → Processes & Infrastructure → Organizational Learning

AMAZON DESCRIPTION

BACK COVER

AI for Human Excellence

How Ethical AI, Emotional Intelligence, and Conscious Leadership Build High-Trust, High-Performance Organizations

AI moves faster than culture. Leaders face a question: How do you ensure technology elevates human dignity, strengthens trust, and sharpens strategic clarity?

AI for Human Excellence delivers a complete framework, board-ready to integrate ethical AI, emotional intelligence, and conscious leadership into daily decisions. Governance by design. Transparent metrics. Audit-ready methods. You'll build intelligent talent systems, responsible automation, and sustainable high-performance cultures.

Inside: executive KPIs. Governance tools (AIA, DPIA, model cards). The first CEWI™ Index for emotional well-being and cognitive sovereignty. Everything you need to operate confidently in regulated, multi-country environments.
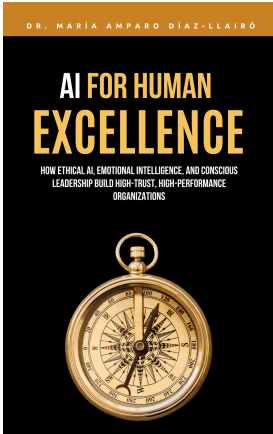
For CHROs, CEOs, HRBPs, Boards, and policymakers who want AI to enhance, not replace, human excellence.

About the Author
Dr. María Amparo Díaz-Llairó, CEO, professor, and international advisor.
15+ countries, 500+ executive programs.
Recognized with Leadership Excellence, Top 50, and HR Innovator of the Year.

Dr. María Amparo Díaz-Llairó is a CEO, professor, and international advisor specializing in human capital transformation through innovation in talent management, advanced analytics, and conscious leadership. As CEO and founder of Global Human Capital Group (GHCG) and Associate Professor at the University of Barcelona, she has supported organizations across EMEA, GCC, LATAM, and the United States in designing operating models that connect technology, human value, and sustainable profitability.

Her executive career includes senior HR leadership roles with responsibility for 15+ countries, 1,500+ professionals, and teams representing 50 nationalities, where she implemented global talent architectures, people analytics systems, and operational models that delivered measurable impact on productivity, engagement, and business outcomes.

She's led 500+ executive programs and keynote sessions across five continents, universities, governments, multilateral institutions.. Her books are included in the prestigious Mohammed Bin Rashid Library (MBRL) in Dubai, one of the most influential cultural institutions in the Middle East.

Dr. Díaz-Llairó has been recognized with Leadership Excellence in Human Capital Development, Top 50 Global Awards, and HR Innovator of the Year, acknowledging her contributions to leadership development, innovation in people management, and the professionalization of AI in the workplace.

As an educator and researcher, she develops curricula on future-ready competencies, skills-based organizations, KPI/OKR operating systems, trustworthy AI governance, and oversight frameworks for Boards and Risk Committees. Her work integrates technical rigor, human sensitivity, and ethical clarity with a strong focus on measurable impact.

In AI for Human Excellence, she articulates a comprehensive CHRO-to-Board operating model that integrates ROI, equity, and governance, ensuring decisions withstand Board, Finance, and regulatory scrutiny across regions.

Contact: press@globalhumancapitalgroup.com
LinkedIn: linkedin.com/in/amparodiazllairo

AUTHOR

Book Index

TABLE OF CONTENTS

"In a world where technology evolves faster than policy, AI for Human Excellence offers a rare and necessary equilibrium between innovation and human values. Dr. María Amparo Díaz-Llairó succeeds in translating complex principles of ethics, governance, and emotional intelligence into a practical blueprint for organizations and policymakers alike. Her work reflects the same spirit that drives the UAE's vision, where artificial intelligence is not merely a tool for efficiency, but a catalyst for human development, trust, and sustainable prosperity. This book is a thoughtful contribution to building an AI-ready world that keeps humanity at its core."

Abdulla Ahmed Al Saleh. Undersecretary, Ministry of Economy & Tourism, United Arab Emirates. Member, UAE AI Council, UAE Digital Economy Council

"This excellent book completes the formula: talent = AI × HI (human ingenuity). With rigorous and relevant ideas, tools, and examples, Amparo helps anyone committed to upgrading talent through emotional well-being, conscious leadership, and people analytics."

Dave Ulrich. Rensis Likert Professor Emeritus, University of Michigan; Partner, The RBL Group (USA). Ranked #1 Management Guru by BusinessWeek; "Father of Modern HR"; Thinkers50 Hall of Fame inductee; Lifetime Achievement Award recipient from HR Magazine

"How can organizations exploit AI in an ethical and people-centric way? AI for Human Excellence provides a disciplined way to achieve this. I strongly recommend this practical and useful book to CEOs and CHROs. They will find it indispensable as they prepare their organizations for the future!"
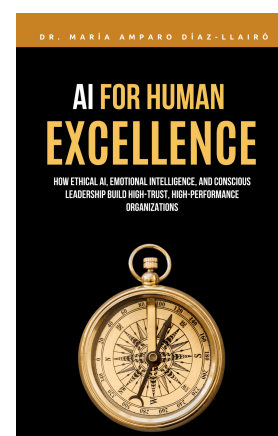
Costas Markides. Robert P. Bauman Chair of Strategic Leadership & Professor of Strategy and Entrepreneurship, London Business School (UK) Recognized by Thinkers50 as one of the world's foremost experts on strategy and innovation; author of Fast Second (Financial Times/Goldman Sachs Management Book of the Year finalist) and Game-Changing Strategies

"Díaz-Llairó explores how to close the gap between the deployment of artificial intelligence and its rigorous execution, one of today's greatest challenges for organizations. Through the Cognitive & Emotional Well-Being Index (CEWI), she proposes an innovative framework to measure emotional well-being and cognitive decision-making processes, aligning innovation with psychological health and engagement."

Dr. Marina Romeo. Chair Director, University of Barcelona–Fundació Cassià Just–Cuina Justa Chair for the Inclusion of People with Disabilities; Associate Professor, Department of Social and Quantitative Psychology, University of Barcelona.

"There is no doubt that AI is transforming, and will continue to transform, Human Resources Management by automating administrative tasks like application screening, freeing HR professionals for more strategic work. AI, if implemented correctly, enhances resource acquisition, reduces bias, and increases retention. This increases efficiency and allows HR to focus on human-centric initiatives, which will differentiate top-performing organizations from the crowd. I highly recommend Dr. María Amparo Díaz-Llairó's book AI for Human Excellence to any HR professional who wants a deep dive into these topics and understands how AI shapes the future of the HR role."

Abdulla Al Shehhi. Global Head International Business Group, ADIB (UAE)

ENDORSEMENTS

DR. MARÍA AMPARO DÍAZ-LLAIRÓ

AI FOR HUMAN EXCELLENCE

HOW ETHICAL AI, EMOTIONAL INTELLIGENCE, AND CONSCIOUS LEADERSHIP BUILD HIGH-TRUST, HIGH-PERFORMANCE ORGANIZATIONS

"In a few years, when AI becomes the main protagonist in numerous aspects of organizations, Díaz-Llairó gives us in this book the theoretical and practical keys to its implications for human resources. Technical and ethical aspects are comprehensively addressed. This is a reference work on the subject."

Íñigo Sagardoy. President, Sagardoy Abogados; Professor of Labour Law, Universidad Francisco de Vitoria (Spain). Recognized as "Eminent Practitioner" by Chambers & Partners; listed among the Top 10 Employment Lawyers worldwide by Who's Who Legal; Sagardoy Abogados named "Best Law Firm of the Year 2025" (Labor and Employment) by Best Lawyers and founding member of Ius Laboris, with presence in over 56 countries

"Amparo Díaz-Llairó has always struck me as one of the most brilliant professionals in the field of People Management, Talent, and Leadership. Her personal and professional evolution has led her to integrate AI with all these strategic levers. In her book, Amparo creates a narrative that describes, in detail, a Roadmap that allows us to turn AI into an essential tool for positioning Talent as the main strategic asset of any Organization. Each chapter is 'pure gold' and should not only be read but must become a bedside book and reference guide."

Marcos Urarte. President Pharos Group (Spain) Member of the Club of Rome, International Institute for Strategic Studies (IISS - UK), and Elcano Royal Institute; collaborator with the World Bank and CAF; recognized by Forbes (2021) as one of Spain's leading "futurists"; Most Valuable Speaker Award recipient

"Amparo radiates humanity and excellence in every project. Her work on AI for Human Excellence turns technology into well-being, trust, and empathy. She blends purpose, sensitivity, and rigor, bringing serenity and clarity to complex environments. Thanks to her leadership, the future of organizations will be more human, fair, and conscious."

Juanma Romero. Journalist at RTVE (Spain's public broadcaster); former Director of "Los Desayunos de TVE" and host-director of "Emprende" (Canal 24h); recipient of 65 awards; Founder of Hazte Visible.
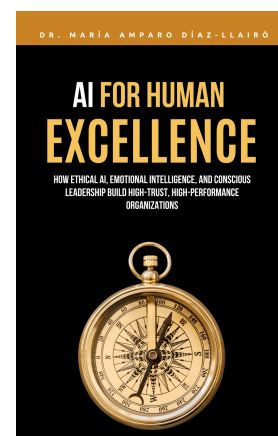
"Amparo Díaz-Llairó offers a rigorous and practical guide to using artificial intelligence as a lever for more effective and human-centric people management. It is a timely book that combines ethics, metrics, and execution, and one that should become a reference manual for executives and HR leaders seeking to shape the future of work with intelligence and coherence."

Carlos Espinosa de los Monteros. High Commissioner of the Government of Spain for "Marca España" (2012–2018), with the rank of Secretary of State and reporting to the Ministry of Foreign Affairs. Former President and CEO of Mercedes-Benz Spain; former President of Iberia; former Vice President of Inditex; and former President of the Círculo de Empresarios (1992–2000).

"The emergence of new tools often heralds a paradigm shift in humanity's worldview. Today, with AI, we are at the dawn of one of those moments when, as with fire or the locomotive, nothing will ever be the same.
Dr. Amparo Díaz-Llairó describes, analyzes, and proposes strategies for applying this new tool (AI) in the field of Human Resources. The book's depth and rigor make it an essential reference for anyone approaching the subject, whether from a theoretical interest or from the practical needs of business."

Emilio Eiranova Encinas. Lawyer · PhD in Law and PhD in Economics. Professor of Economic Analysis of Law, CUNEF. Former Prosecutor and Substitute Magistrate, High Court of Justice (Spain)

ENDORSEMENTS

DR. MARÍA AMPARO DÍAZ-LLAIRÓ

AI **FOR HUMAN** EXCELLENCE

HOW ETHICAL AI, EMOTIONAL INTELLIGENCE, AND CONSCIOUS LEADERSHIP BUILD HIGH-TRUST, HIGH-PERFORMANCE ORGANIZATIONS

"In the midst of the ongoing transformation of skills and the evolving role of Human Resources, María Amparo Díaz-Llairó offers an essential guide for those leading people in the age of artificial intelligence. Through an operating model focused on tangible business outcomes, this manual integrates process digitalization, metrics, and ethics to elevate talent management to future-ready competencies with a global and practical vision. A must-read for CHROs and CEOs seeking real impact and responsible governance."

Ximena Fernández Delucchi, PhD. Academic Director, HR Programs. Universidad ORT Uruguay. Professor of Leadership and Organizational Behavior

"Amparo's book demystifies AI for the people agenda. With clarity and real-world focus, it shows how to move from pilots to scalable HR operations, linking talent acquisition, people analytics, and governance to measurable business outcomes. It's accessible to HR and genuinely useful for CEOs and business leaders who need decisions that stand up to scrutiny."
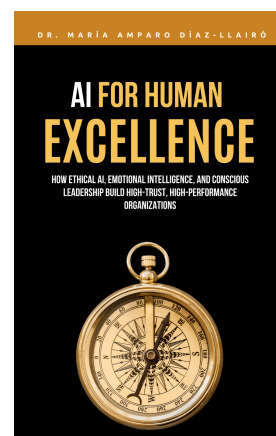
Rafael Moll de Alba. Partner, Eversheds Sutherland (Luxembourg)

"AI for Human Excellence reminds us that true intelligence lies not only in algorithms but in the people who know how to harness them to grow and help others grow. At a time when technology is redefining our capabilities, M. A. Díaz-Llairó offers a bold and profoundly human vision of how to reinvent talent in the AI era, inspiring those of us who believe that the future of organizations is built on authenticity, ethics, and innovation"

Miguel Táuler San Miguel. Director of Security and Sustainability, HISPASAT

"This book invites us to rethink how we lead talent in environments where precision, ethics, and efficiency are indispensable. AI for Human Excellence offers a clear roadmap for integrating technology into daily management without losing sight of human judgment. Its practical, results-oriented methodology is a valuable guide for those of us who seek consistent decisions and teams that generate trust and sustainable performance.

Jorge Homs. Chief Executive Officer, Hessen Logistics México. Centennial company with over 110 years of experience in integrated logistics and international trade

ENDORSEMENTS

Q&A FOR JOURNALISTS

What's new here?

The Human Excellence AI Framework (AI + EI + SI): a triple-helix model linking explainability to purpose and culture. Ethics becomes an operational asset fairness SRR≥0.80, AIA/DPIA, audit cadence. A 90-day executive method that unifies three pieces in a single playbook: future-ready competencies, process digitization (SOP→SLA→OKR), and a KPI/OKR architecture. This isn't theory, it ties talent decisions to verified business outcomes (QoH-90, TTF, retention, cost-to-serve) with fairness and governance by design. It also introduces CEWI™, positioning emotional well-being and cognitive sovereignty as measurable drivers of trustworthy AI at work.

Why now?

TThe window is closing. WEF projects an accelerated shift in core skills before 2030. Meanwhile, the AI Act and EEOC raise the bar on transparency. The book shows how to operate with confidence, measurable impact plus multi-jurisdiction compliance.

What problem does it solve in companies?

Most HR-AI projects stall at pilot. This method defines what to measure, when, and at which thresholds, sets decision gates, and installs an operating model (roles, management rituals, dashboards) that sustains adoption.

Which KPIs matter most (and how to read them)?

- Quality: QoH-90.
- Speed & cost: time-to-fill and cost-to-serve.
- Development & retention: internal mobility and 12-month retention.
- Fairness: SRR ≥ 0.80, tracked by cohort and trend.
- All with a baseline, target, and review cadence defined.

SMBs vs. large enterprises?

- SMBs: lean templates, essential metrics, simplified dashboards.
- Enterprises: a federated operating model, multi-country data governance, and integration across CoEs/HRBPs and the business.

What changes for leadership (CHRO/CEO/Board)?

Leadership shifts from "activity" to comparable outcomes: future-ready competencies (data literacy, decision design, ethics & risk) and board-level decision gates (investment, risk, ROI, fairness) that ensure traceability and accountability.

Automate or augment?

Follow accountable automation: automate repeatable tasks and augment high-stakes decisions with evidence and human oversight (human-in-the-loop). The book provides clear criteria for when to automate and when to augment.

How do you avoid bias and meet regulation?

Through fairness by design: model inventories, model cards, subgroup testing, SRR targets, AIA/DPIA, and quarterly internal plus annual external audits. If SRR < 0.80, pause and remediate within ≤30 days.

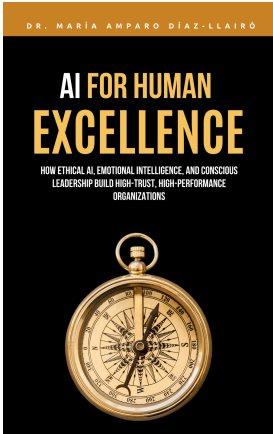**What does it add to "skills-based organizations"?**

It operationalizes the Skills Twin, taxonomies, skill maps, mobility and pay linked to evidence, improving matching, accelerating internal mobility, and raising productivity in critical roles.

Future of Work (2028-2035): scenarios and actions now?

Expect expanded automation, skills velocity as an advantage, and measurable governance. Immediate actions: 90 days to set the baseline and pilots; 12 months to orchestrate; 18 months to scale multi-country (EMEA, GCC, LATAM, USA).

What evidence backs the approach?

Cases with verified ROI in 4-9 months, reproducible executive dashboards, and 20 governance tools ready for audit (AI Act, GDPR, ISO). The book documents what worked, why, and with which metrics. All metrics are reported against a defined baseline and cohorts; see Annexes 2 and 8 for formulas, assumptions and case details.

INTERVIEW TOPICS

1. AI-Ready Leadership
The four critical competencies CEOs and CHROs must master to lead with confidence in an algorithmic workplace.

2. From Procedure to Impact
How to move from SOPs to measurable results with SLA/OKR discipline that Boards actually use to steer performance.

3. Skills-Based Organizations
Building a Skills Twin to drive mobility, meritocracy, and productivity across the talent lifecycle.

4. Responsible Automation
What to automate, when to keep humans in the loop, and which decisions should never be delegated to AI.

5. Metrics that Matter
QoH-90, time-to-fill, SRR≥0.80, retention-12m and cost-to-serve as the common language between HR, CEOs, and Finance.

6. From Analytics to Decisions
How to create an operating model, roles, rituals, and dashboards, that ensures adoption.

7. AI Vendor Due-Diligence
Model cards, bias controls, traceability, and performance clauses: how to hold algorithms accountable for outcomes.
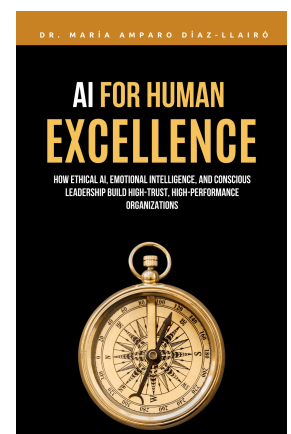
8. Board-Level Governance
What Boards must ask to approve AI with ethical, legal, and reputational guarantees, aligned with AI Act/EEOC/ISO.

9. Future of Work 2028-2035
Acceleration, automation, skills velocity, and measurable governance: what's coming and how to prepare at scale.

10. Verified ROI in Talent
Real cases achieving impact in 4-9 months, what worked, why, and how to replicate it across industries.

DR. MARÍA AMPARO DÍAZ-LLAIRÓ

AI FOR HUMAN EXCELLENCE

HOW ETHICAL AI, EMOTIONAL INTELLIGENCE, AND CONSCIOUS LEADERSHIP BUILD HIGH-TRUST, HIGH-PERFORMANCE ORGANIZATIONS

FULL CHAPTER AVAILABLE UPON REQUEST

Chapter 1. Executive Excerpt

For 25 years I've watched the quietest revolution: the best HR teams don't report the past they anticipate the future. While many still debate last month's attrition, high-performing functions can flag flight risk six months ahead and design interventions that hold up to board scrutiny.

That is the shift from traditional HR to intelligent talent. It is not software alone; it is the disciplined ability to make evidence-based decisions, anticipate disruption and connect investments in people to measurable business outcomes.

Why now

The window is closing. Boards in EMEA, GCC, LATAM, and the US demand productivity and transparency—just as regulators raise the bar on explainability and fairness. HR leaders face a dual test: deliver impact that the CFO trusts and operate in a way that regulators can examine. Improvisation will not survive this environment.
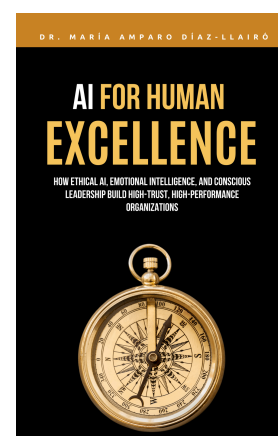
From transactions to intelligence. The first wave of digitization (HRIS/ERP, descriptive analytics) gave us data. The inflection comes when we use AI and advanced analytics to design decisions, not only processes, shifting the unit of management from the form or requisition to the employee journey and its outcomes. The cultural move is just as important as the technical one: transparency, equity and auditability must be designed into how data is captured, models are used and decisions are escalated.

A practical operating method in 90 days.

The book delivers a compact arc: SOP → SLA → OKR. Policy becomes performance:

Month 1: Baseline & architecture. Map the work as SOPs and translate the moments that matter into SLAs the business will actually use. Build the KPI/OKR architecture: define baseline, target and review cadence for a small set of metrics, QoH-90, time-to-fill, internal mobility, 12-month retention, productivity and cost-to-serve, and set fairness thresholds (e.g., SRR ≥ 0.80) tracked by cohort and trend.

CHAPTER 1

Month 2: Pilots that learn. Run two focused pilots: Skills Twin (skills mapping linked to internal mobility and compensation) and experience (candidate/employee). Install executive dashboards and decision routines (weekly stand-ups; monthly business reviews) to convert data into choices.

Month 3: Scale & governance. Formalize roles (HRBP, CoE, People Analytics), management rituals (MBR/QBR) and board-level decision gates for investment, risk and fairness. Document models with model inventories and model cards, run subgroup testing, and schedule quarterly internal and annual external audits. If fairness drops below threshold, pause and remediate within 30 days.
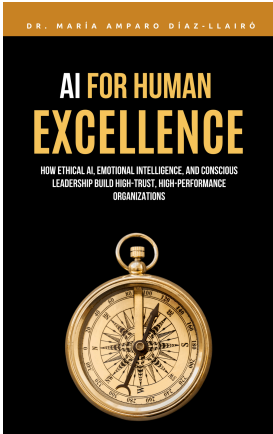
This is the operating spine: decisions are observable, repeatable and attributable to outcomes the board recognizes. The point is not to add more dashboards; it is to establish who decides what, on which evidence, at what cadence.

Where value is created. Intelligence reduces the cost of prediction; value then shifts to decision design and high-quality data. In talent, that means better matching, faster learning loops and clearer trade-offs between speed, cost and quality. The method insists on a small, comparable set of indicators so leaders can see progress, not noise:

Quality: QoH-90 as the early read on hiring outcomes.
Speed & cost: time-to-fill and cost-to-serve.
Development & retention: internal mobility and 12-month retention.
Fairness: SRR $\geq$ 0.80, monitored by cohort and trend, with explicit remediation rules.

Leadership, not tooling. The capabilities that matter for CHROs and CEOs are straightforward to state and demanding to practice: data literacy, decision design, and ethics & risk management. High-performing teams move from activity to comparable outcomes, and from scattered initiatives to a governed operating model that scales across business units and countries.
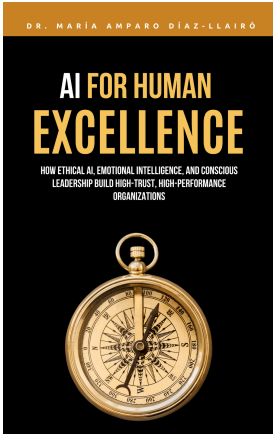
Global relevance. The method travels well. In EMEA, the architecture supports AI Act expectations on high-risk employment systems. In the GCC, it aligns with national skills and talent strategies through transparent metrics and auditability. In LATAM, it offers a lean path that focuses scarce resources on the few decisions that move the dial. In the USA, it is consistent with EEOC guidance and board-level risk oversight. The vocabulary changes; the operating logic does not.

CHAPTER 1

AI FOR HUMAN EXCELLENCE
HOW ETHICAL AI, EMOTIONAL INTELLIGENCE, AND CONSCIOUS LEADERSHIP BUILD HIGH-TRUST, HIGH-PERFORMANCE ORGANIZATIONS

DR. MARÍA AMPARO DÍAZ-LLAIRÓ

What this book offers. You will find a concise way to move from pilots to production: a common language for HR and Finance, a governance model the board can inspect, and tools that make fairness measurable rather than aspirational. The promise is practical: within 90 days, leaders can establish baselines and decision routines; within 12 months, orchestrate the model; within 18 months, scale across regions, without losing trust.

The end of traditional HR is not a slogan. It is a management challenge: to run talent as a system, with clarity on outcomes, control of risk and respect for people. Intelligent talent is simply HR done to a higher standard, one that stands up in the boardroom and in the regulator's office.

CHAPTER 1

"Fairness stops being an aspiration and becomes a number: if SRR falls below 0.80, the process pauses and is corrected." Dr. María Amparo Díaz-Llairó.

"We do not automate accountability: in critical decisions, the final word is human and documented." Dr. María Amparo Díaz-Llairó.

"Traceability is not bureaucracy; it is the foundation for explaining why one person advanced and another did not." Dr. María Amparo Díaz-Llairó.

"The Skills Twin opens the door to more internal mobility and less bias in promotion decisions." Dr. María Amparo Díaz-Llairó.

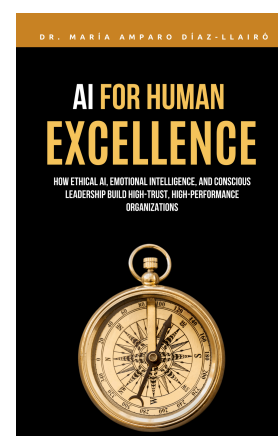"AI does not replace judgment; it amplifies it with evidence and legitimacy." Dr. María Amparo Díaz-Llairó.

"The workplace is a high-risk domain: it demands risk management, data governance, traceability, and effective human oversight." Dr. María Amparo Díaz-Llairó.

"Operational fairness is subgroup-based and threshold-driven: SRR should remain between 0.80 and 1.25." Dr. María Amparo Díaz-Llairó.

"It is not about more dashboards; it is about who decides what, with which evidence, and at what cadence." Dr. María Amparo Díaz-Llairó.

"Method discipline beats model size: real cases show 4-9-month ROI." Dr. María Amparo Díaz-Llairó.

"Executive competencies are being rewritten: data literacy, decision design, ethics, and risk." Dr. María Amparo Díaz-Llairó.

ATTRIBUTABLE QUOTES
DR. MARÍA AMPARO DÍAZ-LLAIRÓ

Press materials & interviews: additional excerpts, cover assets, author photos and extended data available upon request. Full Chapter 1 available upon request.

- https://globalhumancapitalgroup.com/wp-content/uploads/2026/01/KINDLE-BOOK-AI-FOR-EXCELLENCE-M-A-DIAZ-LLAIRO-scaled.jpg
- https://globalhumancapitalgroup.com/wp-content/uploads/2026/01/PHOTO-AUTHOR-ADLL-BW-scaled.jpg
- https://globalhumancapitalgroup.com/wp-content/uploads/2026/01/PHOTO-AUTHOR-ADLL-COLOR-scaled.jpg

Interviews & speaking: please indicate availability and time zone (EMEA, GCC, LATAM, USA).

press@globalhumancapitalgroup.com

Author profile Dr. María Amparo Díaz-Llairó:
linkedin.com/in/amparodiazllairo

Paperback:
https://www.amazon.com/dp/B0GHKLV6GM?ref=sp_email

Hardcover:
https://www.amazon.com/dp/B0GHHGV763?ref=sp_email

PRESS MATERIALS & INTERVIEWS