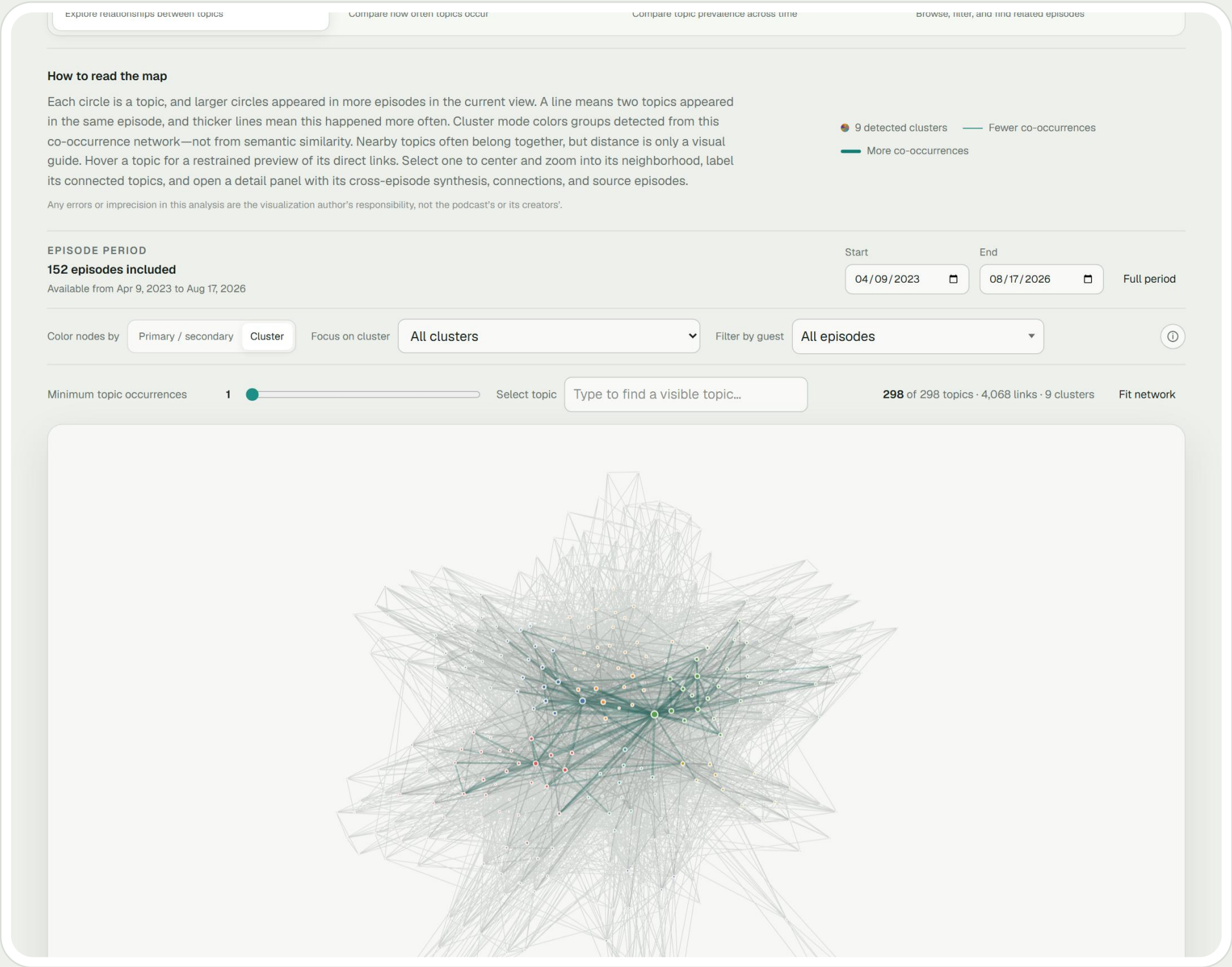


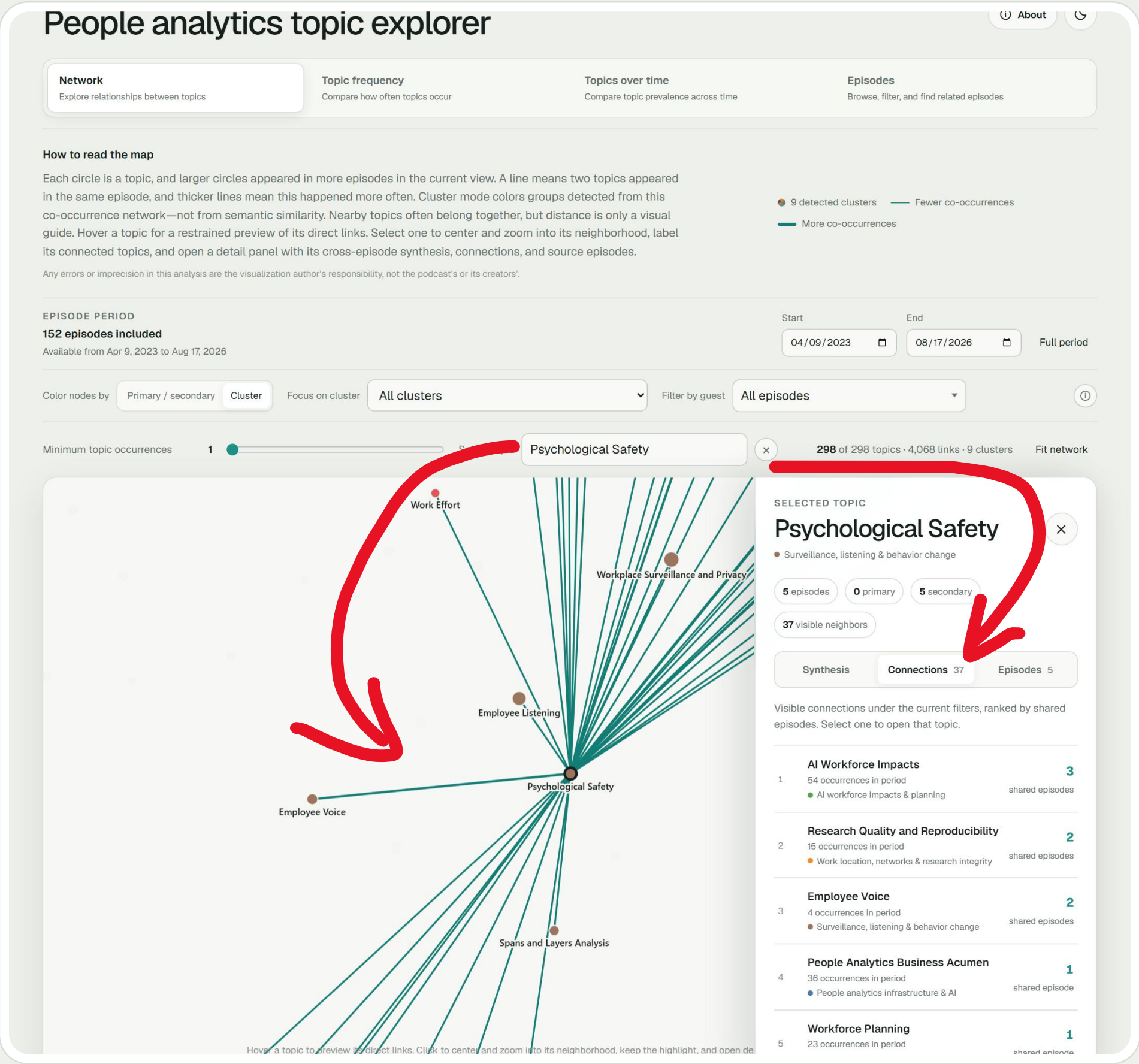
152 episodes. One connected explorer.

Explore recurring topics. Read an AI synthesis of extracted topic-related ideas - shared ground, divergence, and tensions. Browse episode summaries and find related episodes.



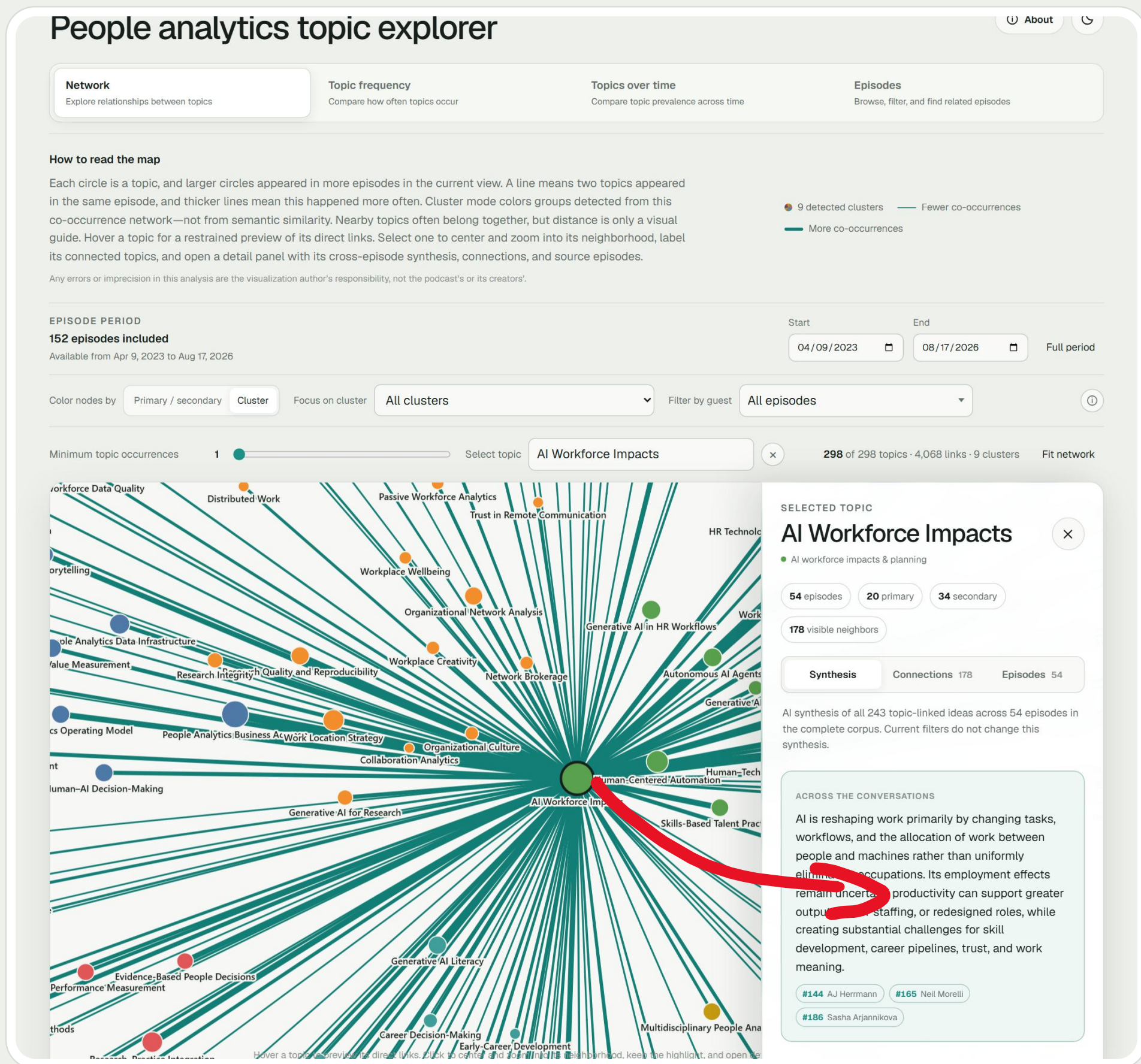
See which topics travel together.

Circle area shows topic frequency. Link thickness shows the number of episodes containing both topics.



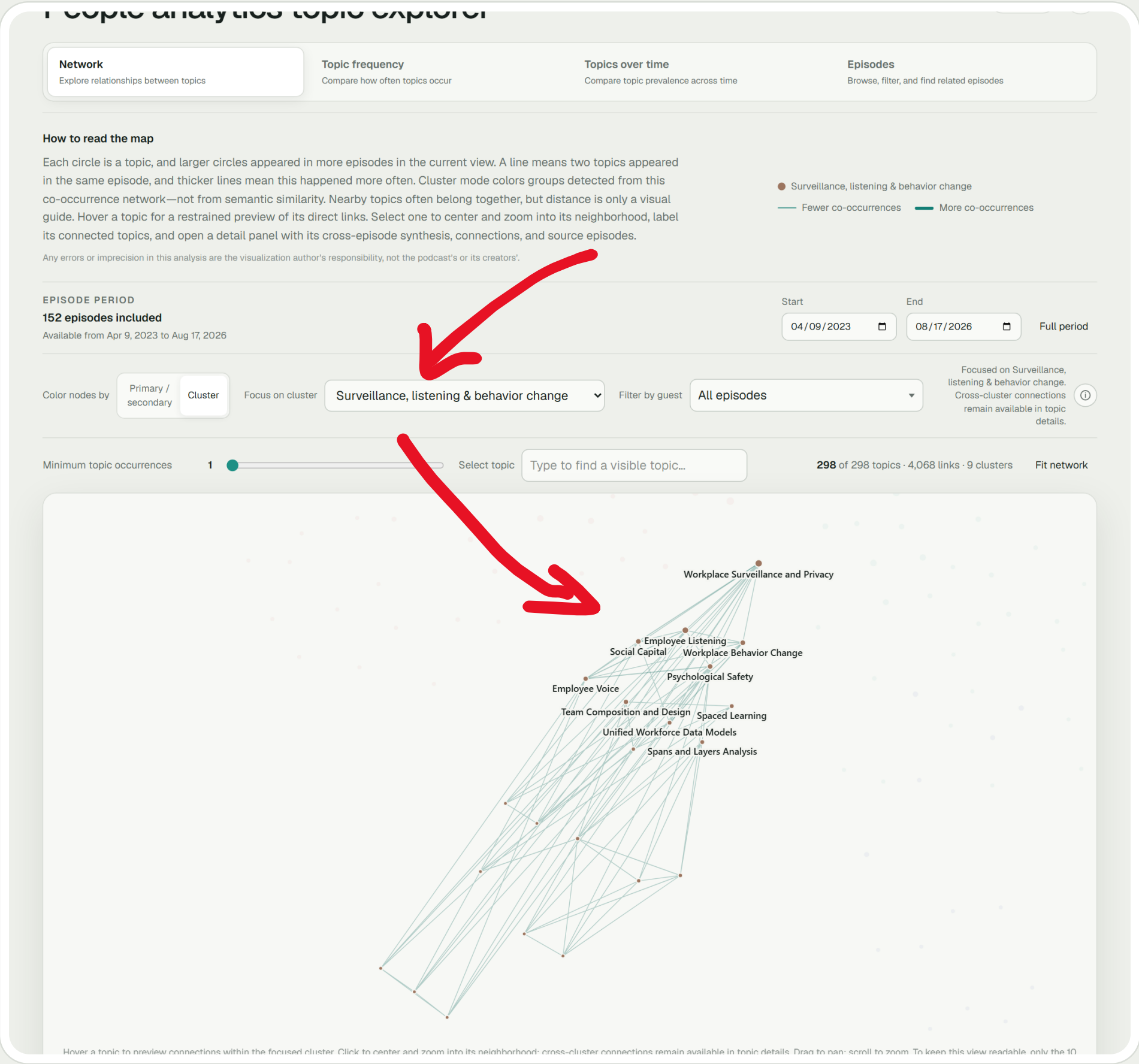
Read the ideas behind each topic.

Select a topic to read an AI synthesis of its extracted ideas: shared ground, points of divergence, tensions, and distinctive perspectives.



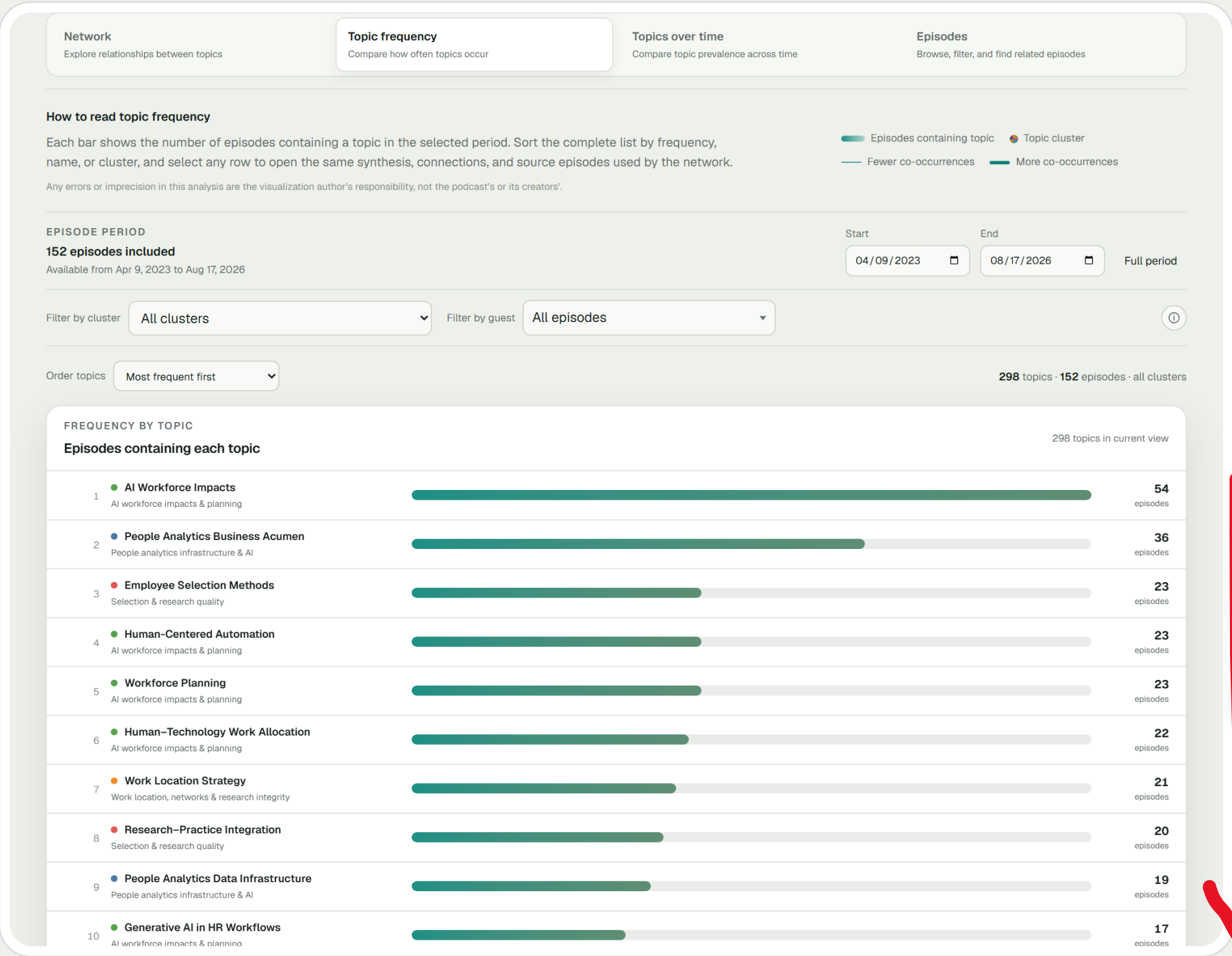
Focus on one topic cluster.

Choose a labeled cluster to isolate connections among topics that often appear in the same episodes.



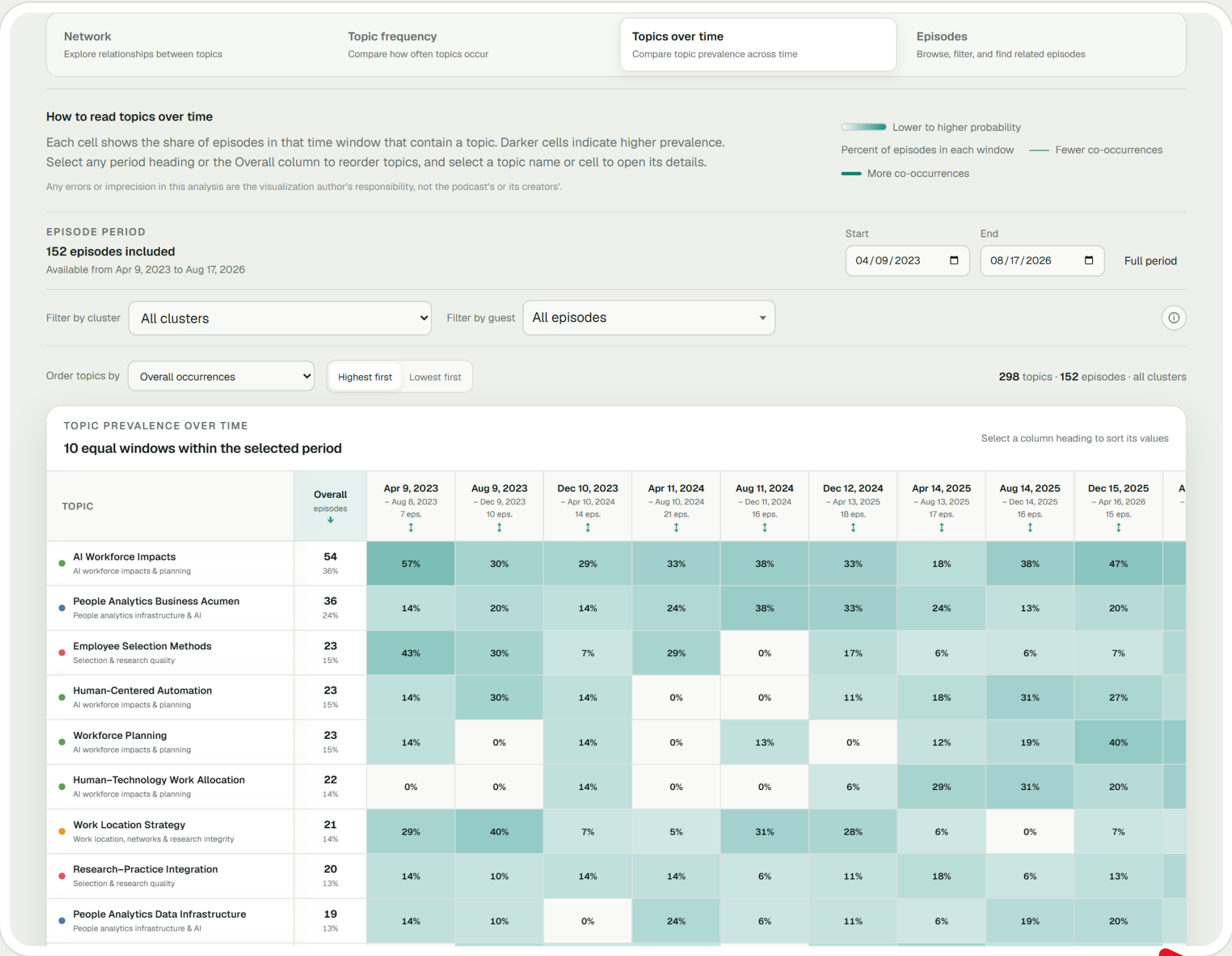
From dominant themes to niche ideas.

Rank all 298 topics by frequency, name, or cluster.



See when each topic was most prevalent.

Compare the share of episodes containing each topic across ten equal time windows.



Trace each topic back to the episodes.

Open the Episodes tab to see every supporting episode and jump to the original recording.

Network

Explore relationships between topics

Topic frequency

Compare how often topics occur

Topics over time

Compare topic prevalence across time

Episodes

Browse, filter, and find related episodes

How to read topic frequency

Each bar shows the number of episodes containing a topic in the selected period. Sort the complete list by frequency, name, or cluster, and select any row to open the same synthesis, connections, and source episodes used by the network.

Any errors or imprecision in this analysis are the visualization author's responsibility, not the podcast's or its creators'.

EPISODE PERIOD

152 episodes included

Available from Apr 9, 2023 to Aug 17, 2026

Start

End

04/09/2023

08/17/2026

Full period

Filter by cluster

All clusters

Filter by guest

All episodes

Order topics

Most frequent first

298 topics · 152 episodes · all clusters

FREQUENCY BY TOPIC

Episodes containing each topic

1	AI Workforce Impacts	AI workforce impacts & planning	
2	People Analytics Business Acumen	People analytics infrastructure & AI	
3	Employee Selection Methods	Selection & research quality	
4	Human-Centered Automation	AI workforce impacts & planning	
5	Workforce Planning	AI workforce impacts & planning	
6	Human-Technology Work Allocation	AI workforce impacts & planning	
7	Work Location Strategy	Work location, networks & research integrity	
8	Research-Practice Integration	Selection & research quality	
9	People Analytics Data Infrastructure	People analytics infrastructure & AI	
10	Generative AI in HR Workflows	AI workforce impacts & planning	

SELECTED TOPIC

AI Workforce Impacts

AI workforce impacts & planning

54 episodes20 primary34 secondary

178 period neighbors

SynthesisConnections 178Episodes 54

Episodes containing this topic, newest first. Select one to read its structured summary.

EPISODE 186 · AUG 17, 2026

Analytics Business Partnering at Adobe & the Value of Comms - Sasha Arjannikova - #186

with Sasha Arjannikova

EPISODE 185 · AUG 10, 2026

Does Revenue-Per-Employee Matter? & Random Stuff - William Tincup - #185

with William Tincup

EPISODE 182 · JUL 20, 2026

The State of Workforce Planning in 2026 - Nick

PEOPLE ANALYTICS TOPIC EXPLORER

07 / 10

Browse every episode in one place.

Search titles, guests, topics, and extracted ideas. Filter by topic and sort the complete catalog.

Network

Explore relationships between topics

Topic frequency

Compare how often topics occur

Topics over time

Compare topic prevalence across time

Episodes

Browse, filter, and find related episodes

How to browse episodes

Search and filter the complete episode catalog, then select a row to read its structured summary. Each episode includes five semantically related episodes based on its topic tags and summary statements, so you can continue exploring without returning to the table.

Any errors or imprecision in this analysis are the visualization author's responsibility, not the podcast's or its creators'.

EPISODE PERIOD

152 episodes included

Available from Apr 9, 2023 to Aug 17, 2026

Start

End

04/09/2023

08/17/2026

Full period

Filter by guest

All episodes

Choose one or more topics below to filter the catalog directly by episode tags.

Search episodes

Title, guest, topic, or summary...

Filter by topics

All topics

Order

Newest first

152 of 152 episodes

EPISODE CATALOG

Browse summaries and related conversations

Select an episode to open its topics, summary, and five closest matches

EPISODE	GUEST	DATE	PRIMARY TOPICS	LENGTH
EPISODE 186 Analytics Business Partnering at Adobe & the Value of Comms - Sasha Arjannikova - #186	Sasha Arjannikova	Aug 17, 2026	People Analytics Business Acumen Workplace Communication Analytics Storytelling +1	1h 3m
EPISODE 185 Does Revenue-Per-Employee Matter? & Random Stuff - William Tincup - #185	William Tincup	Aug 10, 2026	Labor Cost Analytics Metric Fixation AI Workforce Impacts +1	1h 52m
EPISODE 184 Is the IQ Debate in I-O Psychology Really Over? - Dr. Deniz Ones - #184	Deniz Ones	Aug 3, 2026	Cognitive Ability Assessment Criterion-Related Validity Range Restriction Correction +2	1h 18m
EPISODE 183 The ROI of People Analytics from Aptitude Research - Madeline Laurano - #183	Madeline Laurano	Jul 27, 2026	People Analytics Value Measurement	1h 6m
EPISODE 182 The State of Workforce Planning in 2026 - Nick Kennedy - #182	Nick Kennedy	Jul 20, 2026	Workforce Planning Workforce Planning Operating Models Workforce Planning Maturity +1	1h 9m
EPISODE 18 Is People Analytics Having a Mid-Life Crisis? & Employee Listening at Netflix - Colby Nesbitt - #18	Colby Nesbitt	Jul 13, 2026	Human Capital Valuation Human-Technology Work Allocation Employee Listening	1h 38m
EPISODE 180			People Analytics Business Acumen People Analytics in SMEs	

PEOPLE ANALYTICS TOPIC EXPLORER

08 / 10

Find the next related episode.

Each episode includes topic tags, extracted ideas, its source link, and five semantically similar episodes with similarity scores.

EPISODE DETAILS

EPISODE 186

Analytics Business Partnering at Adobe & the Value of Comms - Sasha Arjannikova - #186

Aug 17, 2026

1h 3m

Guest: Sasha Arjannikova

▶

 Watch episode

Episode topics

● People Analytics Business Acumen

● Workplace Communication

● Analytics Storytelling

● Stakeholder Management

● People Analytics Operating Model

● AI Workforce Impacts

● Human-Centered Automation

● Workforce Data Quality

● People Analytics Value Measurement

● People Analytics Product Development

Concept summary

Atomic, self-contained ideas extracted from the episode transcript.

01

People analytics and HR share responsibility for ensuring AI implementation remains people-centered.

02

AI amplifies biases and data-quality problems embedded in existing people data.

03

Automating junior roles can weaken internal talent pipelines and erode institutional knowledge.

04

Diamond-shaped organizations may become costly because junior employees provide relatively inexpensive capacity.

05

Organizations often stop hiring junior workers during disruption and later overcorrect for resulting talent shortages.

CONTINUE EXPLORING

Related episodes

Five closest semantic matches based on topic tags and episode summary statements.

1

EPISODE 29 · AMIT MOHINDRA

REPLAY #29 - Dr. Amit Mohindra - How to Navigate Organizational Politics

Shared tags: Analytics Storytelling, Stakeholder Management, People Analytics Operating Model

0.900

SIMILARITY

2

EPISODE 131 · ANGELA LE MATHON

#131 - Angela Le Mathon - AI-Native HR Operating Model & AI Agents for Skills/Tasks

Shared tags: People Analytics Business Acumen, Analytics Storytelling, AI Workforce Impacts

0.900

SIMILARITY

3

EPISODE 103 · VIN VASHISHTA

#103 - Vin Vashishta - Are AI Bots Coming for Your HR Job & From Data to Profit

Shared tags: People Analytics Business Acumen, AI Workforce Impacts, People Analytics Value Measurement

0.888

SIMILARITY

4

EPISODE 139

#139 - Cole Napper - Book Release Episode: "People Analytics" Available Aug 26th!

Shared tags: Human-Centered Automation, People Analytics Value Measurement

0.877

SIMILARITY

5

EPISODE 92 · SERENA HUANG

#92 - Dr. Serena Huang - Modern Careers in People Analytics & GenAI Training Classes

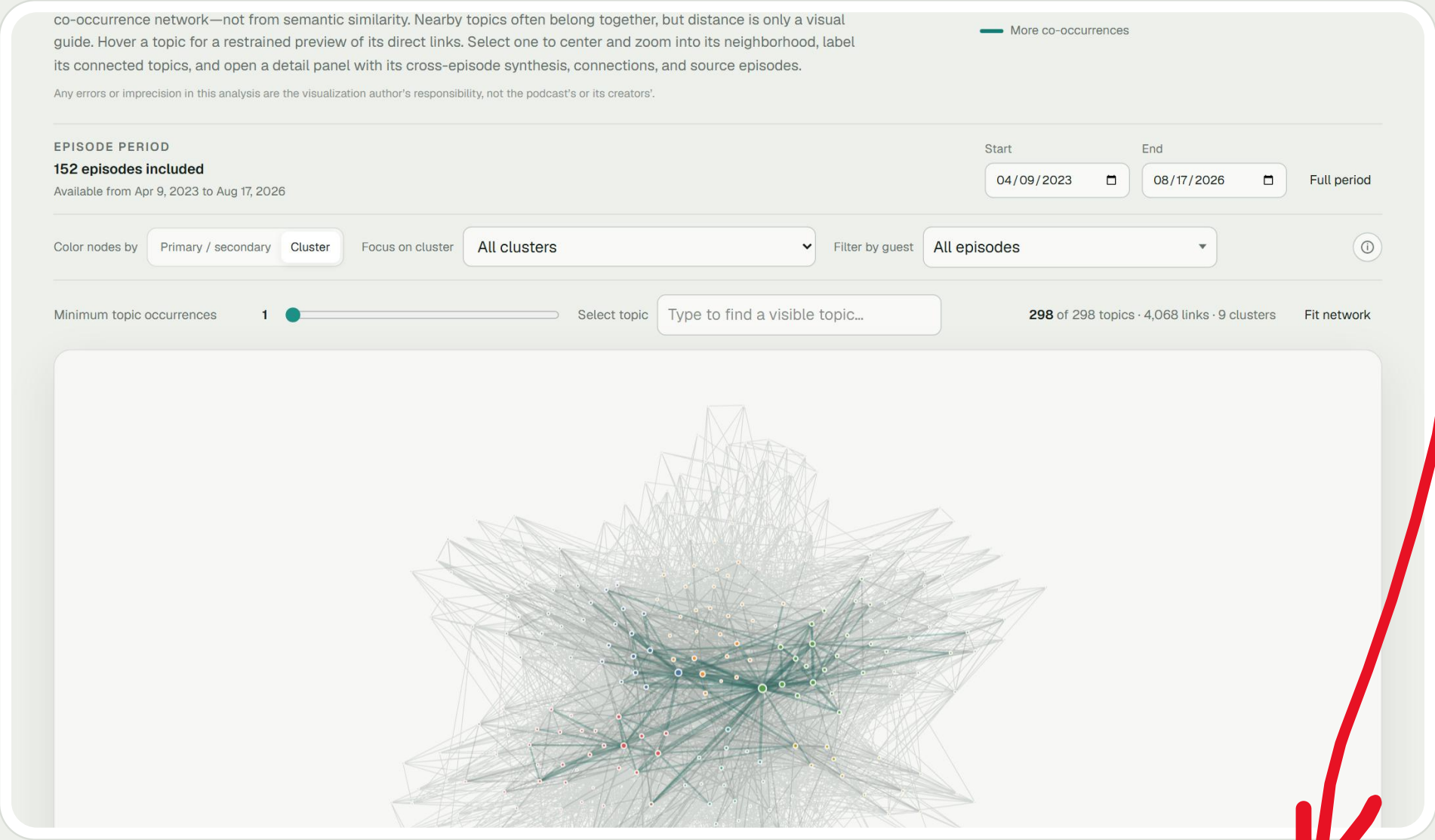
Shared tags: Analytics Storytelling, People Analytics Operating Model, AI Workforce Impacts

0.876

SIMILARITY

Explore the full topic map.

152 episodes · 298 topics · 4,068 links · 9 clusters



Istehlik2809.github.io/directionally-correct-topic-map

AI-assisted analysis. Verify important points in the original episodes.