

AJ Richichi

"Richichi epitomizes modern leadership, driven by compassion and a vision that has already changed the world for good."

Forbes

2024

CEO

BEST-SELLING AUTHOR

SPEAKER



Meet AJ

AJ Richichi is a tech innovator committed to excellence and community impact. He blends his love for technology with a dedication to public service, starting his career as a teenager working in the United States Senate. Recognized as a top talent in the tech industry, AJ pioneers equitable connections between millions of hourly workers and global brands.

With accolades spanning from “Technology Executive of the Year” to “Best and Brightest U35”, AJ is passionate about sharing his war stories to drive the industry forward.



Best-Seller



Sprockets



Harvard



U.S. Senate



Work Seen In //



FORTUNE

TC TechCrunch

Forbes

QSR



FAST
COMPANY

CStore
Decisions

Speaking Experience

South Carolina Research Authority Annual Convention

SC Council of Competitiveness AI Conference

DisruptHR Greenville & DisruptHR Charleston

Human Resource Technology Conference

Governor's Economic & AI Summit

Southeast Logistics Tech Talk

The Tony Shap Show

CRDA Disruption Summit

Next Venture Summit

Bulldog Business Bowl

CNY Stem Conference

Roark Capital Labor Forum

QSR Magazine Hiring Summit

C-Store Decisions Staffing Day

SC Growth Summit

Scribble Series

Next Level Minds

Supply Chain Now

SCRA Summit

Startup Grind

Dig South

ImpactX



Keynotes Customized to Your Audience

01

**AI IN HUMAN
RESOURCES:**
HOW
TECHNOLOGY
WILL MAKE OUR
COMPANIES
MORE HUMAN

02

HOURLY:
EMPOWERING
THE THE
INVISIBLE
WORKFORCE
FOR SHARED
SUCCESS

03

STAFF OR DIE:
WHY
RESTAURANTS
CONSISTENTLY
LOSE THE WAR
ON TALENT

04

**YOUR HIRING
GLOW UP:**
HOW TO
RECRUIT AND
RETAIN
MILLENNIALS
AND GEN Z

01 AI in Human Resources: How Technology Will Make Your Companies More Human

ChatGPT. The Terminator. Watson. What is AI?
How can your business leverage it?

AI is a vastly misunderstood technology with an inevitable capacity to shift the world of work. Today less than 25% of employers deploy AI in HR, however, 92% of HR executives are planning to add it in 2024 and 2025. It is critical for operators to understand the capabilities of AI to stay competitive with those that deploy it around them.

Although paradoxical, AI can be used today to help our most challenging and complex “people” problems.

30, 45, OR 60 MINUTES

- A brief history of AI.
- Challenges that businesses face that humans create.
- How AI can solve those problems.
- Examples of companies that leveraged AI to win.

02 Hourly: Empowering the The Invisible Workforce for Shared Success

More than 50% of Americans punch a time clock, making them the vastly misunderstood and underrepresented majority. Businesses don't just need A-players at their corporate offices; they need them on the front lines, interacting with customers and representing their brand. However, those who occupy these types of positions don't often get the respect they deserve.

We can achieve a brighter future for employers, workers, and the economy as a whole. However, we must first open our eyes to "see" the invisible workers and understand how important they truly are in society.

45 OR 60 MINUTES

- "Meeting" the invisible majority.
- Detailing the current hiring crisis.
- Why your business should care.
- Innovative solutions.
- The future of work.

03 Staff or Die: Why Restaurants Consistently Lose the War on Talent

With tightening margins and an increasingly competitive labor market, it's never been more important to revisit your restaurant's people practices.

Turnover today exceeds 140% annually in restaurants. With cost-to-replace figures at an all-time high, most restaurants stand to lose hundreds of thousands of dollars because of bad hiring this year.

In the same labor market where restaurants can't seem to find workers, job seekers report their biggest challenge is not getting interviews. How can this be possible?
Welcome to 2024.

30, 45, OR 90 MINUTES

- A forensic look at the labor market post COVID-19.
- Recruiting trends from the restaurant industry including data showcasing the widening generational gap between operators and hourly workers.
- The costs of bad hiring and turnover.
- Solutions from the field.

04 Your Hiring Glow Up: How to Recruit and Retain Millennials and Gen Z

On Fleek. No Cap. Rizz. Drip. Bet.

Do you understand?

The next generation of hourly workers not only speaks a different language, but think about life and work very differently than boomers and gen x.

As an employer, it is critically important to understand these fresh generations, their motivators, and their concerns to hire and retain a strong workforce.

45 MINUTES

- The Growing Majority
- What We Care About
- What We Want From Work
- How to Recruit Us
- How to Manage Us

Speaking Endorsements



"AJ has consistently captivated our students with his compelling blend of real-world business acumen and personal anecdotes, leaving a lasting impact on their entrepreneurial aspirations. His ability to seamlessly weave together his life experiences and industry insights makes him an invaluable asset to our educational community."

*Shawn Smartwood, PMP, MBA, **The Citadel***

"AJ's profound expertise and candid insights were invaluable contributions to our panel on the Future of AI at the South Carolina Department of Commerce AI Conference. His adept understanding of the subject matter enriched the discussion, making him a highly sought-after voice for any future engagements."

*Suzanne Dickerson, Director of SC Fraunhofer, **USA Alliance***

Contact AJ

Let's stay connected, let's keep the conversations alive, and let's continue to push the boundaries of what's achievable.

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