

Robot-Proofing Your Career

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Learning Objectives

1

Identify 5 game changers regarding the future of work

2

Examine how disruptive technologies are impacting various industry sectors

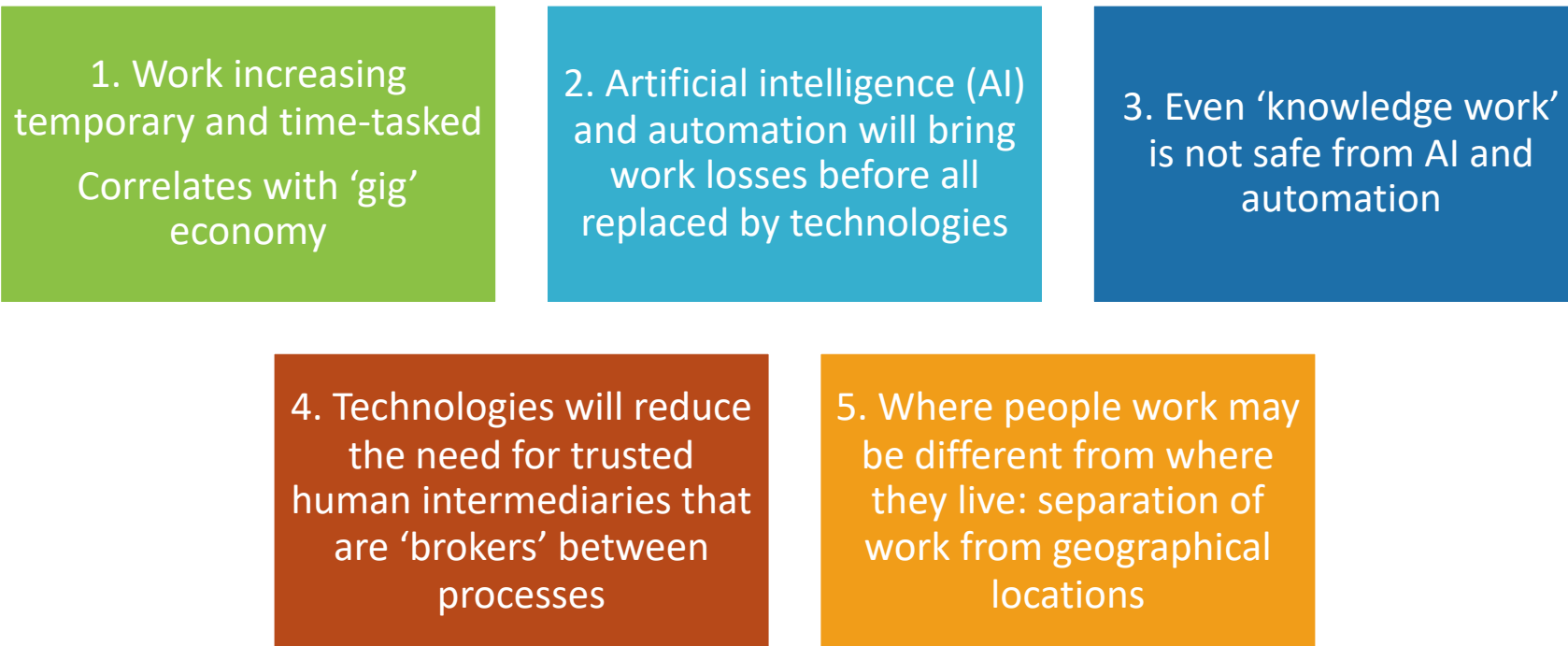
3

Identify strategies to robot-proof your career and enhance employability

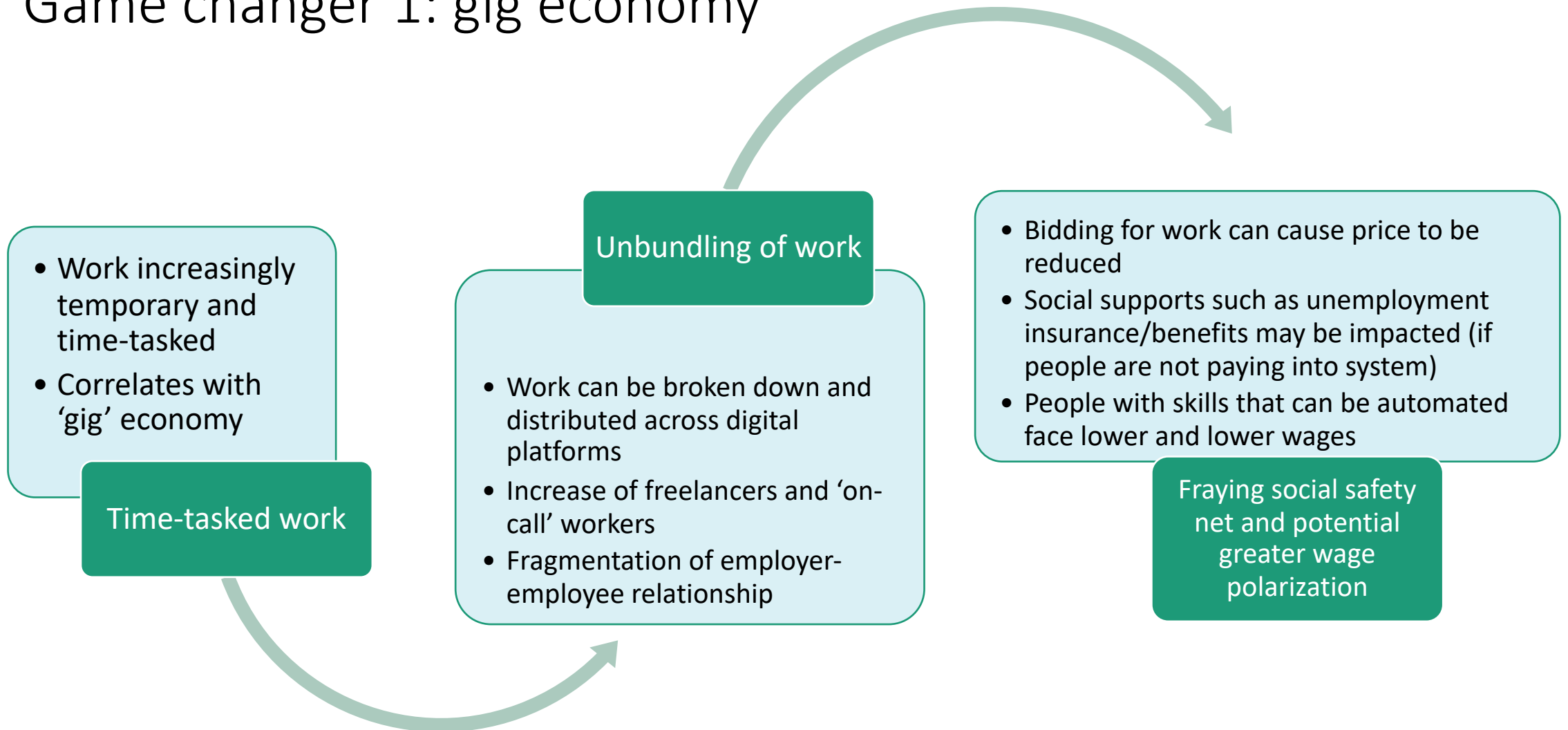
How safe is your career from robotization and automation?



1. Identify 5 game changers: navigating the future of work



Game changer 1: gig economy



Game changer 2: Robotization

Artificial intelligence (AI) and automation will bring work losses before all replaced by technologies

E.g., using robots in warehouses while there are still humans doing other work, such as at Amazon fulfilment centres



<https://www.forbes.com/sites/richblake1/2020/05/20/warehouse-robots-provide-crucial-link-in-supply-chain/?sh=4b87a0965d22>



<https://www.wired.com/story/amazon-warehouse-robots/>

Game changer 3: AI in knowledge work

Artificial intelligence decreases the scarcity of knowledge workers, potentially allowing jobless growth in knowledge industries.



AI can be used to automate tasks used in knowledge work



Finance and insurance: lending and underwriting
Determining client risk



Human Resources in recruitment processes; use AI to determine which employees may to hire



In **medicine**, AI can assist with make more accurate diagnosis

Game changer 4: Fewer human intermediaries

- Intermediaries in insurance, real estate, law, finance, supply chain logistics
 - anywhere there are human brokers and contracts
 - could see the use of AI and blockchain technology to reduce 'friction' of human relationships and create more efficiency



Game Changer 5. Where people work may be different from where they live



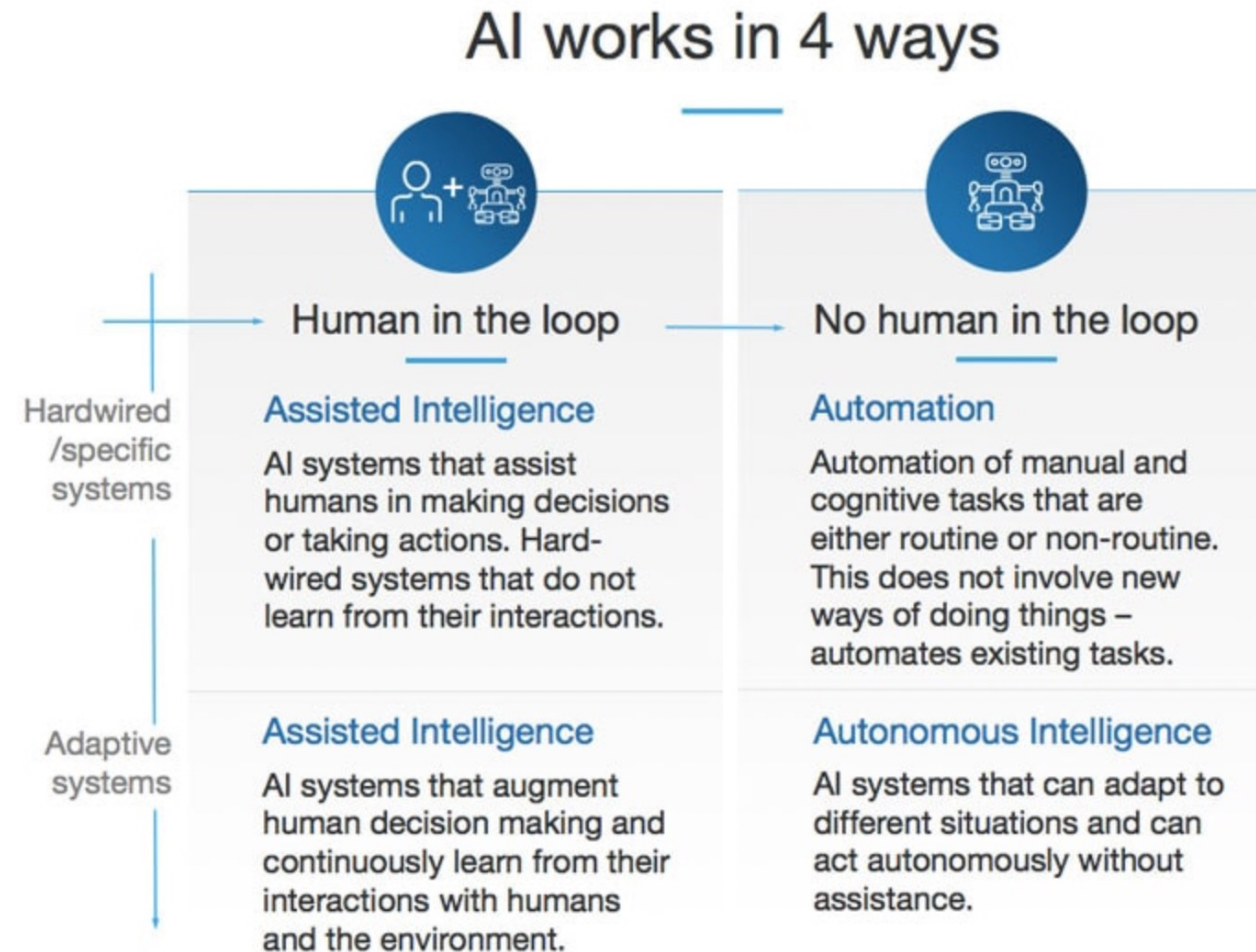
COVID-19 has already accelerated this
Growth of telework and telepresence
Growth of co-working arrangements at
a 3rd site (neither home nor corporate
office)

AR (augmented reality) VR (virtual
reality) and Mixed reality (Mixed reality)
can further separate people from work
Robots, drones, etc., can be operated in
dangerous or remote areas from afar

Breakout Discussions

- Review the 5 game changers:
 - 1. gig economy
 - 2. robotization
 - 3. AI in knowledge work
 - 4. fewer human intermediaries
 - 5. separation of work from home
- Discuss:
 - 1. Which two (2) game changers do you think are going to have the most impact on the HR professional in the next 5 years? Why?
 - 2. What adaptations to these game changers are you already seeing in your workplace?

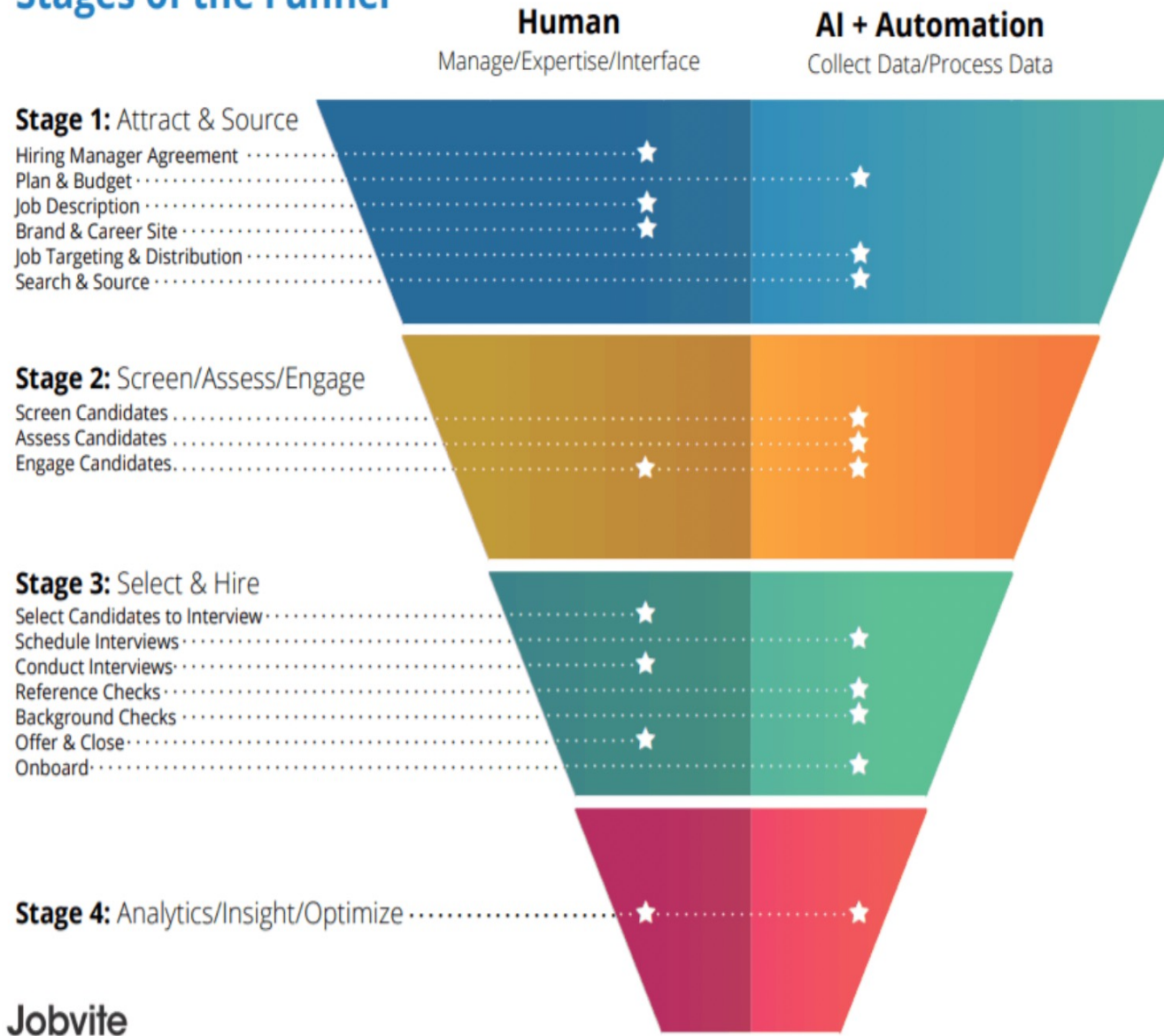
2. Examine how AI is impacting various industry sectors



<https://www.linkedin.com/business/talent/blog/talent-strategy/ways-ai-will-reshape-recruiting-and-how-you-can-prepare>

Examine how AI is impacting HR

Stages of the Funnel



Jobvite

Image source: [Jobvite](https://www.jobvite.com/blog/future-of-recruiting/embracing-ai-recruiting/)

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3. Identify strategies to robot-proof your career and enhance employability

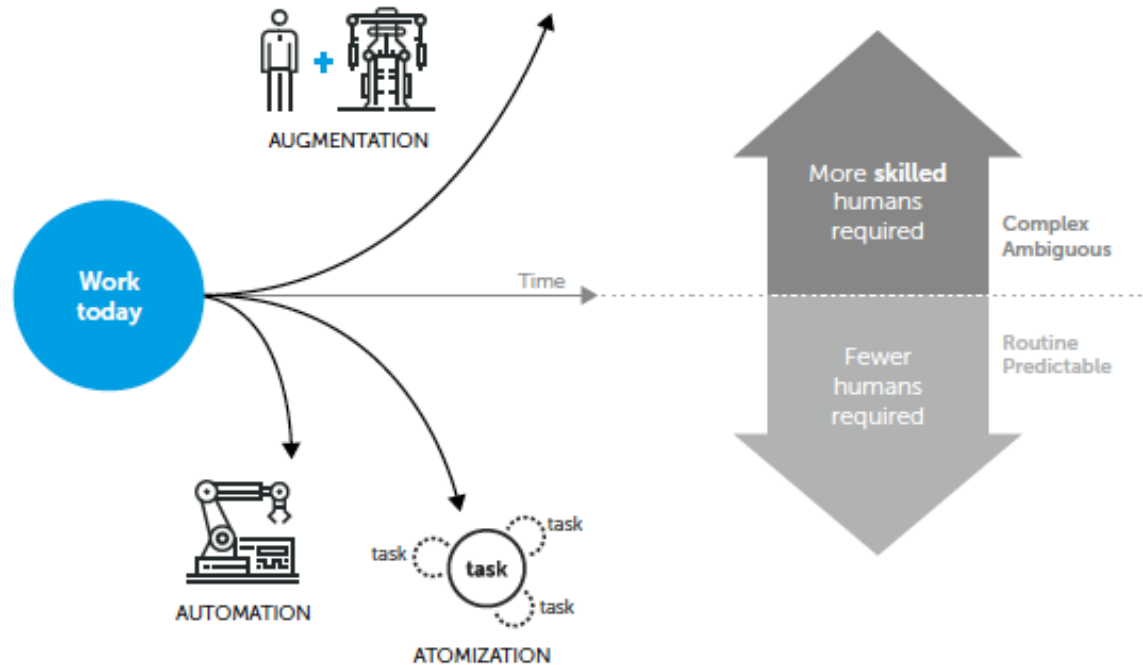


Figure 2. Source: www.heathermcgowan.com

Build those skills that resist automation and algorithms and make us human:

- Creativity
- Curiosity
- Empathy
- Intercultural fluency
- Adaptability
- Cognitive flexibility

Source: Hietala, J. and Harkin, J. ND. Digital Transformation of the Workforce: Creating Human Touch for the AI Revolution. Valamis.

3. Identify strategies to robot-proof your career and enhance employability

Humans are needed to:

1. Train or program machines to perform specific tasks
2. Explain outcomes of these tasks
3. Sustain responsible use of machines

Machines can assist humans by:

1. Amplify our cognitive strengths – boost our analytic and decision-making abilities
2. Free our time for more higher-level tasks
3. Embody human skills to extend our physical capabilities: augmentation

3. Identify strategies to robot-proof your career and enhance employability

Step up: gain credentials to gain broader perspective/bigger picture

Step aside: recognize and nurture unique, human strengths

Step in: Enhance your HR-relevant tech skills (up/re-skill)

Step narrowly: Look for a narrow niche and master it with focus and passion

Step forward: Become a digital innovator that recognizes the next thing for AI to optimize



Thank you!

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