



45% of CEOs believe their company will not be viable in ten years if it stays on its current path.

PwC's 27th Annual Global CEO Survey
Thriving in an age of continuous reinvention

Kin SEELING SMITH

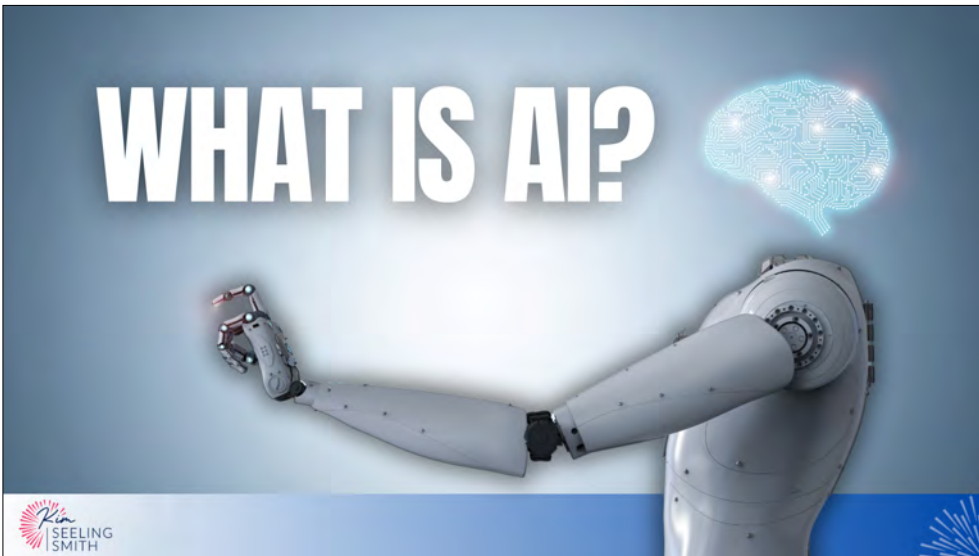
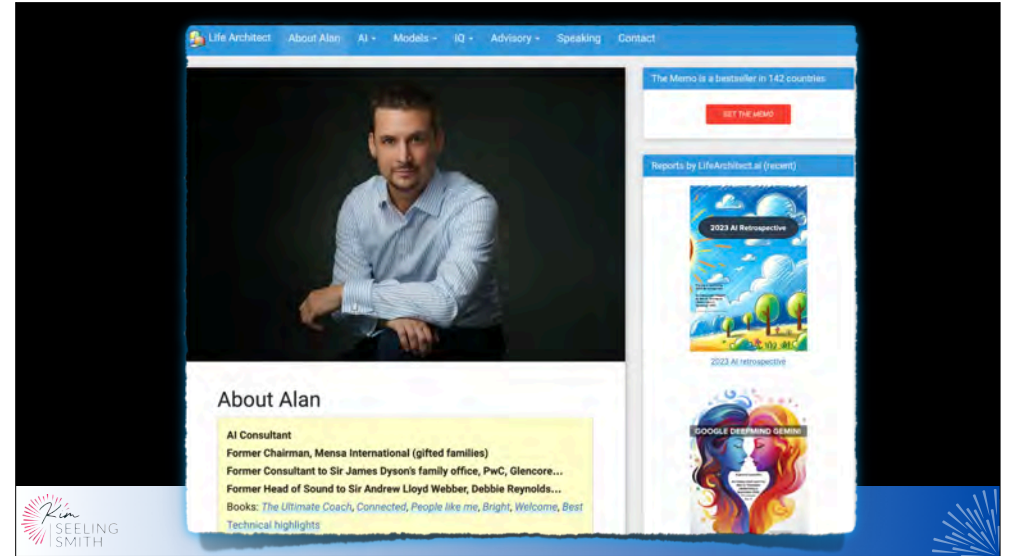
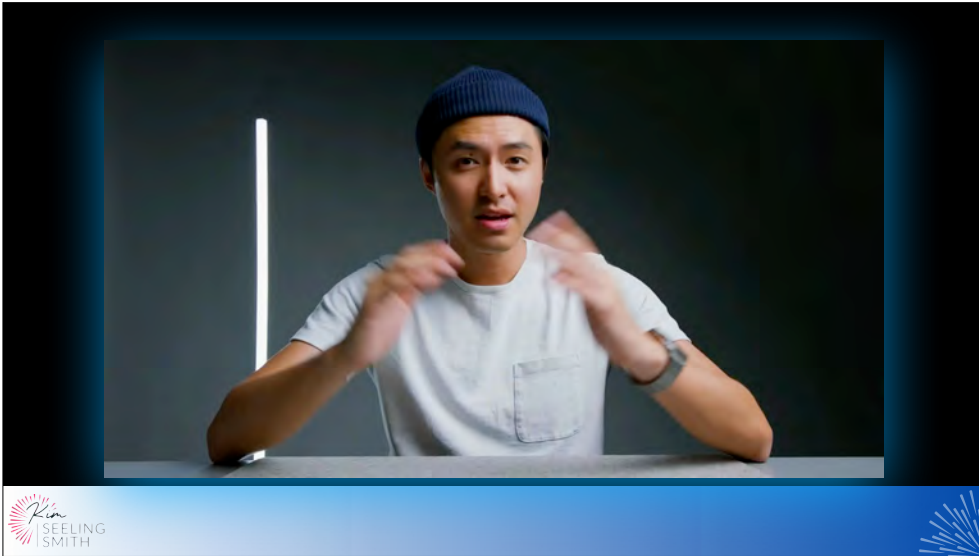


May 2024

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

The week that changed the world

Kin SEELING SMITH



INTEGRATE AI INTO YOUR BUSINESS

**CULTIVATE
A FUTURE FIT WORKFORCE**

Kin SEELING SMITH

This slide features a blue background with a city skyline at night and a futuristic data visualization of 3D bar charts. The text is in white, bold, sans-serif font. The logo is in the bottom left corner.

INTEGRATE AI INTO YOUR BUSINESS

**CULTIVATE
A FUTURE FIT WORKFORCE**

EVOLVE YOUR LEADERSHIP

Kin SEELING SMITH

This slide features a blue background with a city skyline at night and a futuristic data visualization of 3D bar charts. The text is in white, bold, sans-serif font. The logo is in the bottom left corner.

**LEADING
EDGE** **VS** **BLEEDING
EDGE**

Kin SEELING SMITH

This slide features a dark blue background with a futuristic, glowing blue and orange data visualization of a network or city. The text is in white, bold, sans-serif font. The logo is in the bottom left corner.

BLEEDING EDGE

"So new and advanced that it is still unproven, could carry risks, and may not perform as intended."

Kin SEELING SMITH

This slide features a dark blue background with a blurred, glowing blue and orange data visualization. The text is in white, bold, sans-serif font. The logo is in the bottom left corner.

WHAT IS AI?



NARROW AI (OR WEAK AI)

This type is designed to handle a specific task.

Examples include virtual assistants like Siri or Alexa, recommendation algorithms on Netflix, or the algorithms that power self-driving cars.



GENERAL AI (OR STRONG AI)

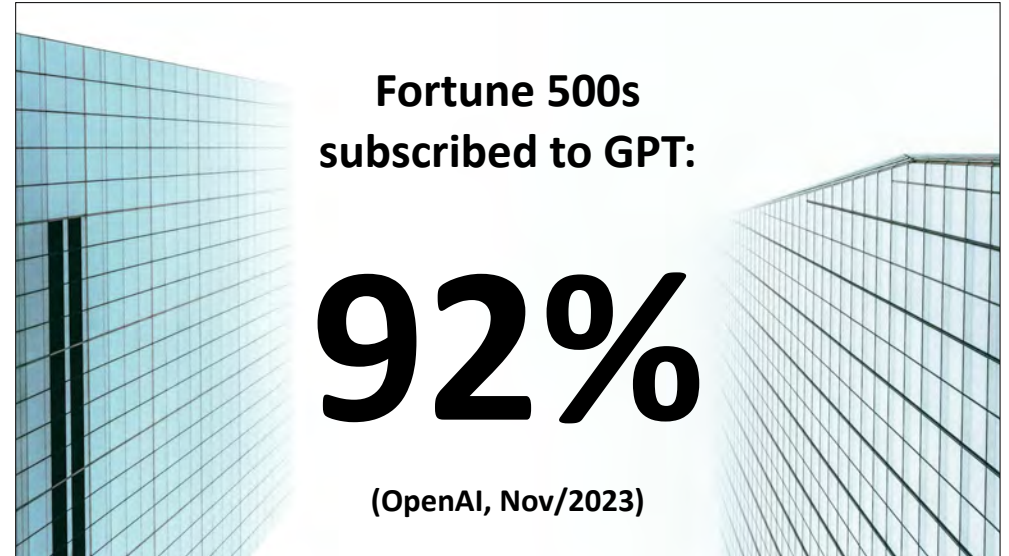
This type would be able to perform any intellectual task that a human can do.

It's a theoretical concept, as we're not there yet.



WHERE ARE WE?






CS India Decides To Appoint ChatGPT As Its New CEO

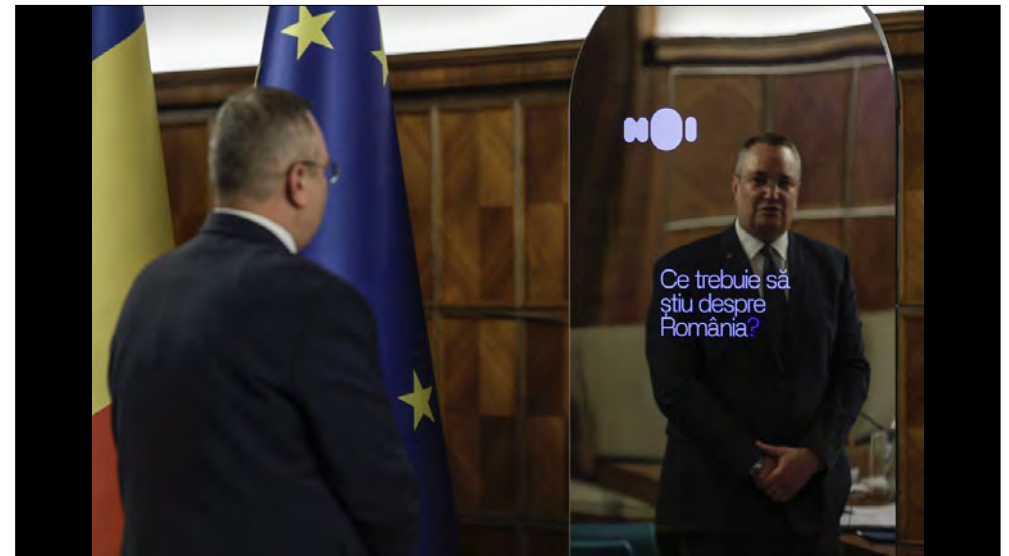
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As CEO, ChatGPT will be responsible for overseeing the day-to-day operations of CS India and driving the organization's growth and expansion.

?



ChatGPT named CEO of CS India, the youth-run organization, taking



LARGE LANGUAGE MODELS ACROSS INDUSTRIES

NOV/2023

All industries:
LLMs can now automate '60-70% of employees' time' [McKinsey]



Agriculture:
Decrease operating costs by 22% [ARK]

Consulting: 25.1% faster, 40% higher quality [Harvard/BCG]



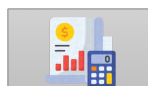
Healthcare:
58.7% better interpersonal skills [Nature]



Software development:
55.8% faster [Microsoft/MIT]



Medicine:
Charts 75% faster, 250% more detail [Carbon Health]



Finance, accounting, auditing: 'Fully exposed,' 100% faster [OpenAI/UPenn]

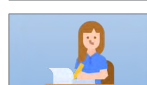


Therapy/coaching:
AI promises 'more effective' therapy [Seligman]

Chemistry:
'GPT-4 represents the future of chemistry' [White]



Customer service:
14% more issues resolved [McKinsey]



Writers: 'Fully exposed,' 100% faster [OpenAI/UPenn]

LifeArchitect.ai/use-cases

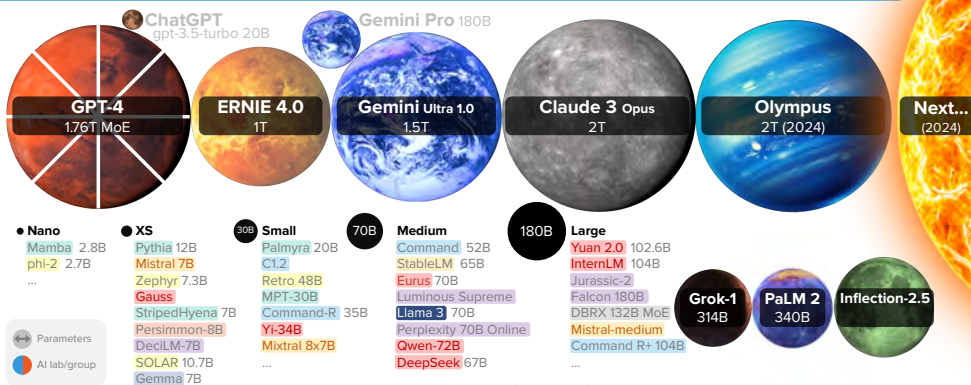
LARGE LANGUAGE M

All industries:
LLMs can now automate '60-70% of employees' time' [McKinsey]



productivity-frontier#key-insights-for-more-personal-visits

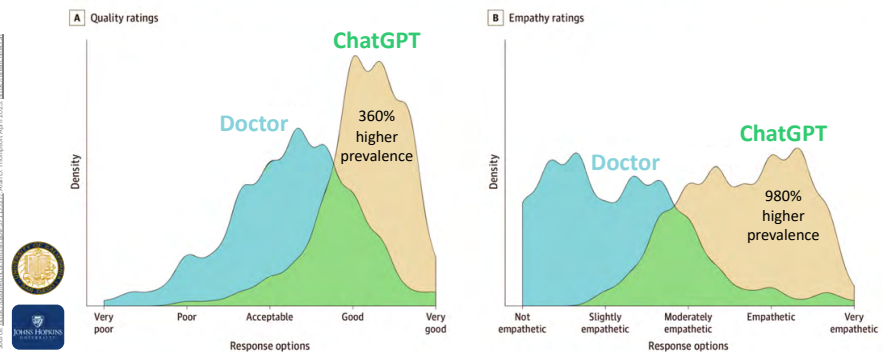
LARGE LANGUAGE MODEL HIGHLIGHTS (APR/2024)



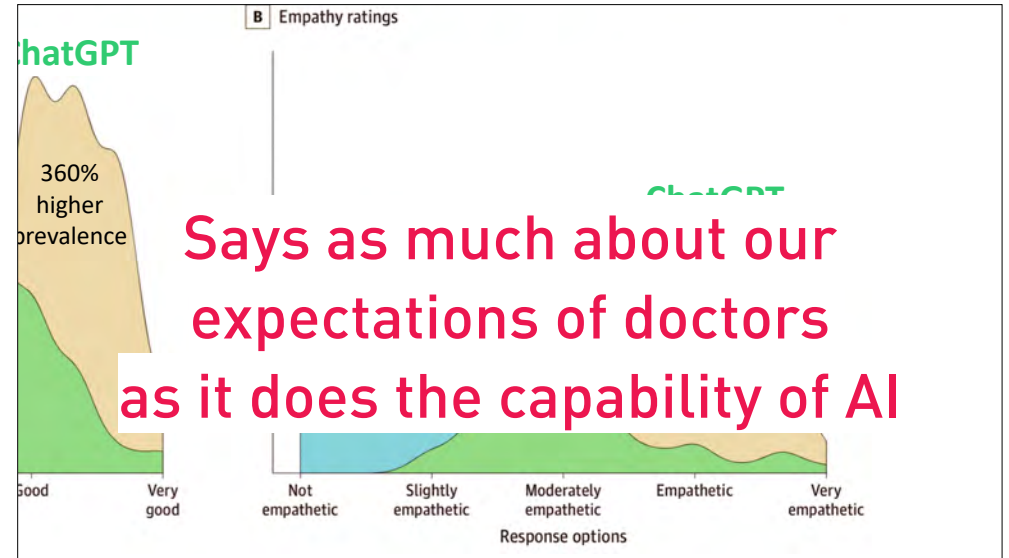
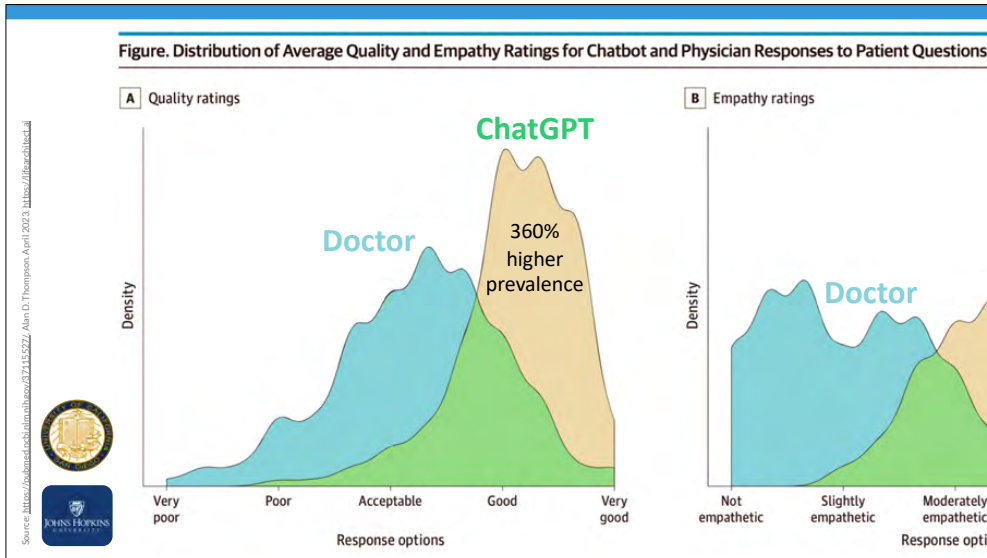
LifeArchitect.ai/models

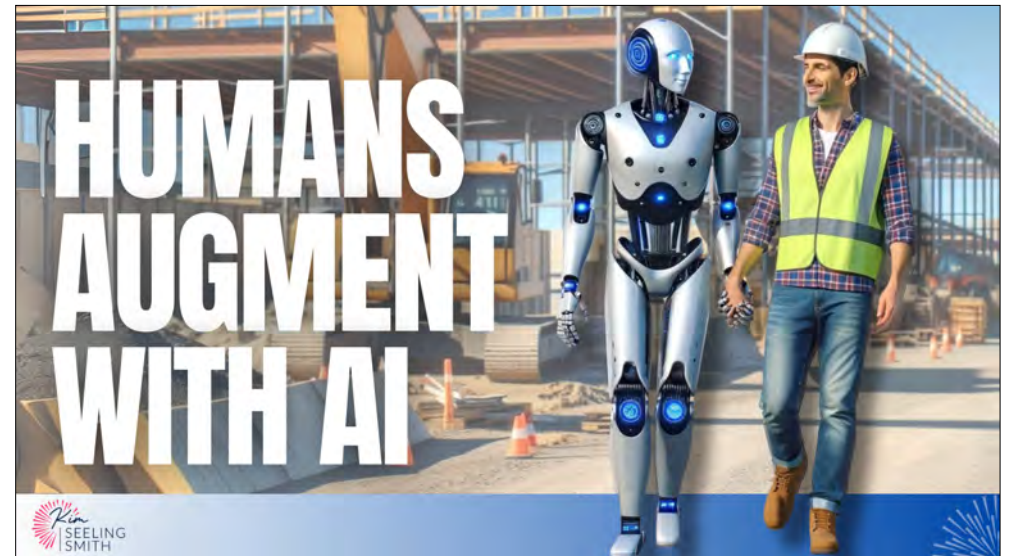
CHATBOT VS DOCTOR: QUALITY/EMPATHY RATINGS

Figure. Distribution of Average Quality and Empathy Ratings for Chatbot and Physician Responses to Patient Questions



<https://pubmed.ncbi.nlm.nih.gov/37115527/>

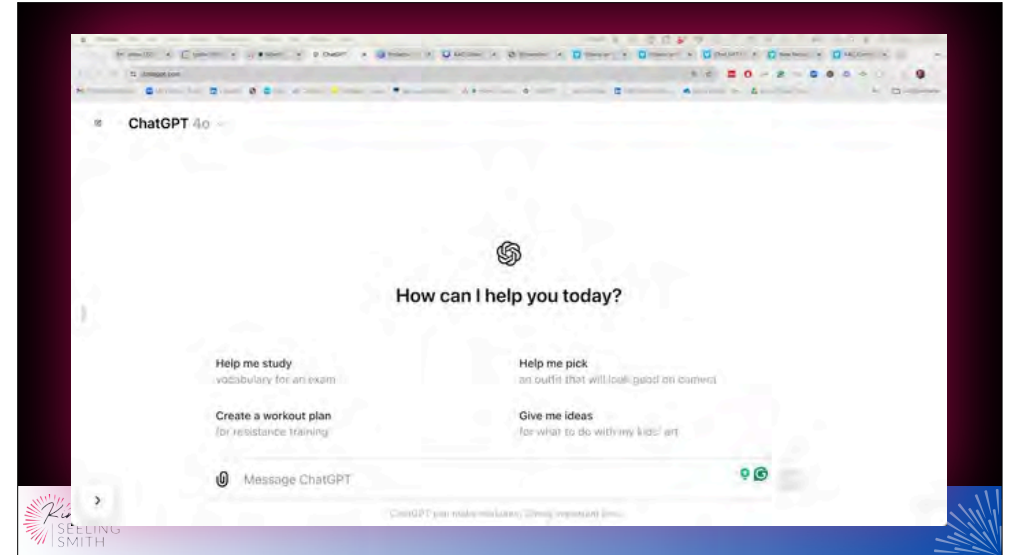






Midjourney

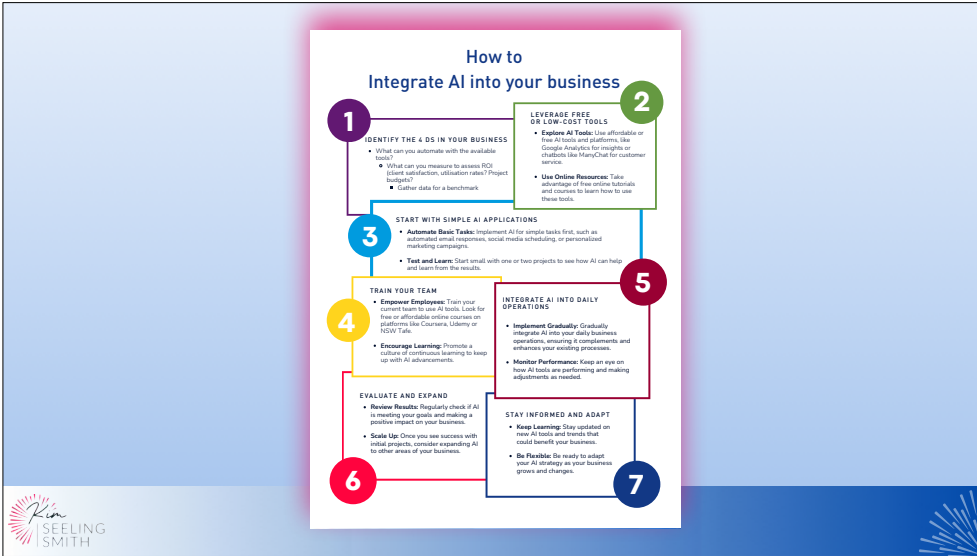
14 employees



INTEGRATE AI INTO YOUR BUSINESS

Seamlessly integrate AI into your business strategies while enhancing human creativity and innovation.





CULTIVATE A FUTURE FIT WORKFORCE

Strategies to develop a workforce adept at working alongside AI, focusing on upskilling and reskilling in technology and human-centric skills.

Kim SEELENG SMITH

“
A Future-Fit workforce embraces change and continuous improvement.
They are adept at technological and human skills with enough technical skills to sense check AI solutions.
They can grow and evolve with your business.”

Kim SEELENG SMITH

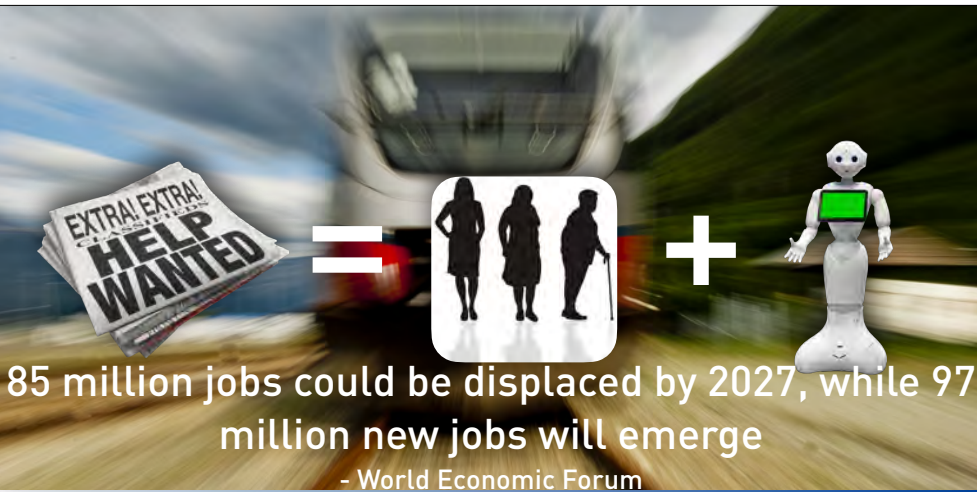
THE EVOLUTION OF THE WORKFORCE

Kim SEELENG SMITH

The rise of the empowered workforce



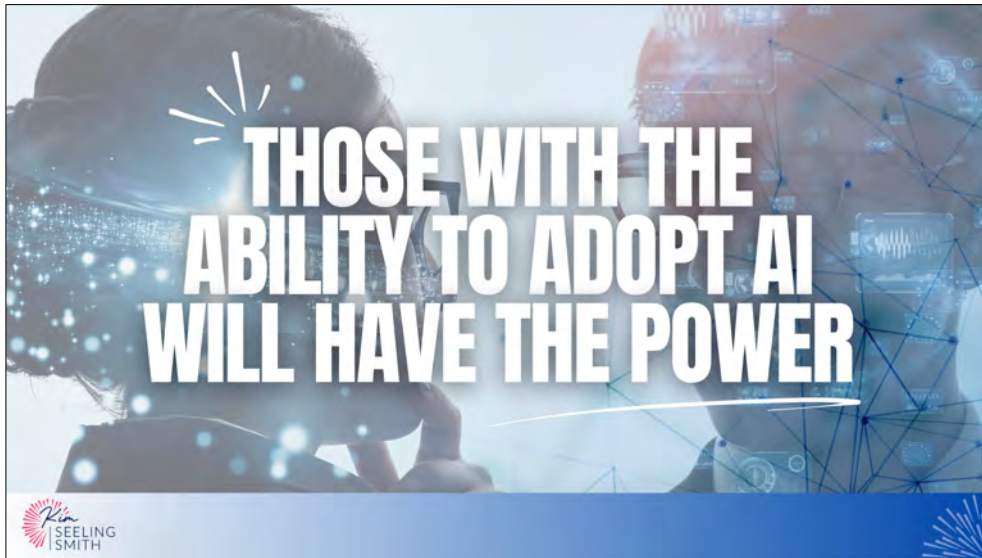
25% fewer people entering the workforce
over the next 40 years
- Commonwealth Intergenerational Report



85 million jobs could be displaced by 2027, while 97 million new jobs will emerge
- World Economic Forum



The haves VS have nots



Lockdowns
provided the
perfect
reset!



Beware - AI
isn't
fool proof



I never asked
for a
hamster!



Now it's
just
getting
creepy!



GENERATION Z

Changing our relationship with work



Fun Facts

Almost 80% of Gen Zs have side hustles.



The end of the full time employee



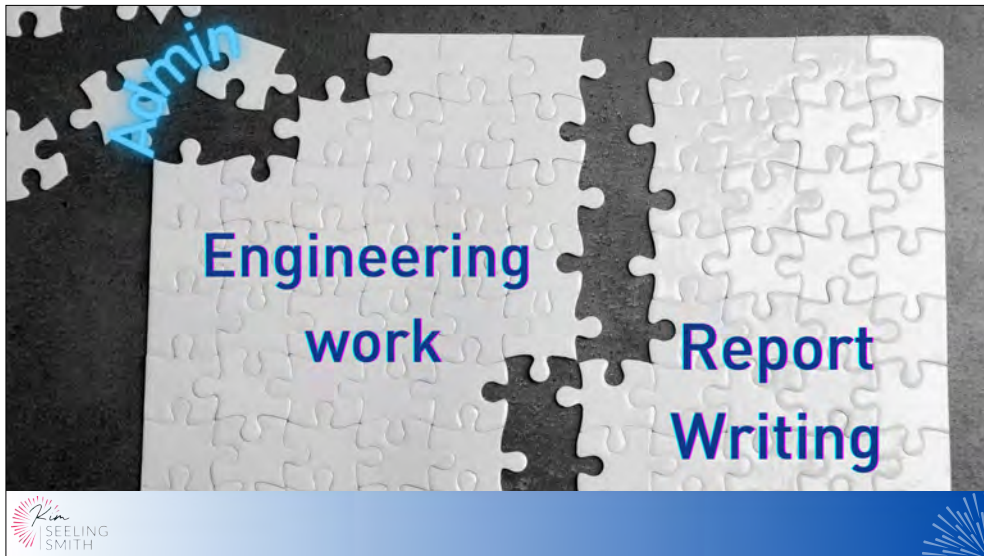
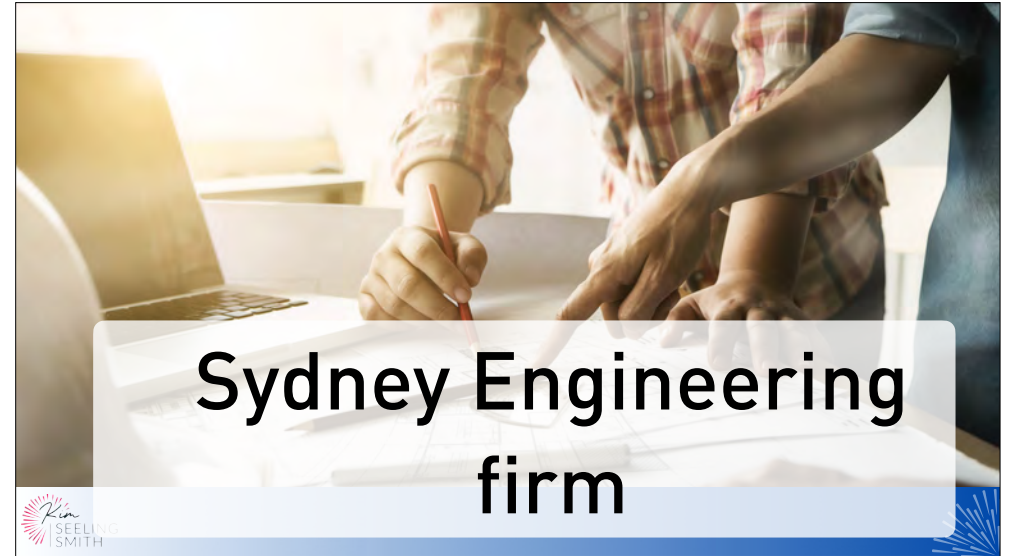
Old school thinking

1 Role

With the right skills and experience.

= 1 FTE





ai technology

FULL TIME EMPLOYEES

ROLE DECONSTRUCTION

Kim SEELING SMITH

ai technology

FULL TIME EMPLOYEES

FOUR DAY WORK WEEK

ROLE DECONSTRUCTION

Kim SEELING SMITH

LEADING EDGE **VS** **BLEEDING EDGE**

Kim SEELING SMITH

DAY WEEK GLOBAL

We are taking the 4 Day Week Global

Creating a million new years of free time
Years created so far: 2939

[Join a program](#) [See our research](#)

36% increase in revenue over previous year	42% decrease in employee resignations	63% found it easier to attract talent	64% reported a reduction in burnout	54% reported an increase in work ability
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Kim SEELING SMITH

Four-day work week trial in Spain leads to healthier workers, less pollution

Oct 25, 2023

ai technology

FULL TIME
EMPLOYEES

GIG
WORKERS

ROLE
DECONSTRUCTION

Fun Facts

The global gig economy (currently 355 billion) is projected to reach USD 1,864 billion by 2031, - compound annual growth rate of 16.18%.

ai technology

FULL TIME
EMPLOYEES

GIG
WORKERS

ROLE
DECONSTRUCTION

TRADITIONAL TEMPS/
CONTRACTORS

The end of skills and experience

Kim SEELING SMITH

- Adaptable and flexible
- Willing to learn
- Curious
- Critical thinking and problem solving
- Emotional intelligence
- Collaborative
- Great communicator
- Innovative
- Ethical
- Resilient

Kim SEELING SMITH

THE BURDEN OF TRAINING IS ON US

Kim SEELING SMITH

STOP TREATING RECRUITMENT LIKE YOU'RE FILLING A TAKEAWAY ORDER

Kim SEELING SMITH



Strategic Workforce Planning

IGNITEGLOBAL
Helping You Light Up Your Workforce®



EVOLVE YOUR LEADERSHIP


Leadership approaches that prioritise human values and ethics in the age of automation, fostering an inclusive and innovative organizational culture.

Kim SEEING SMITH

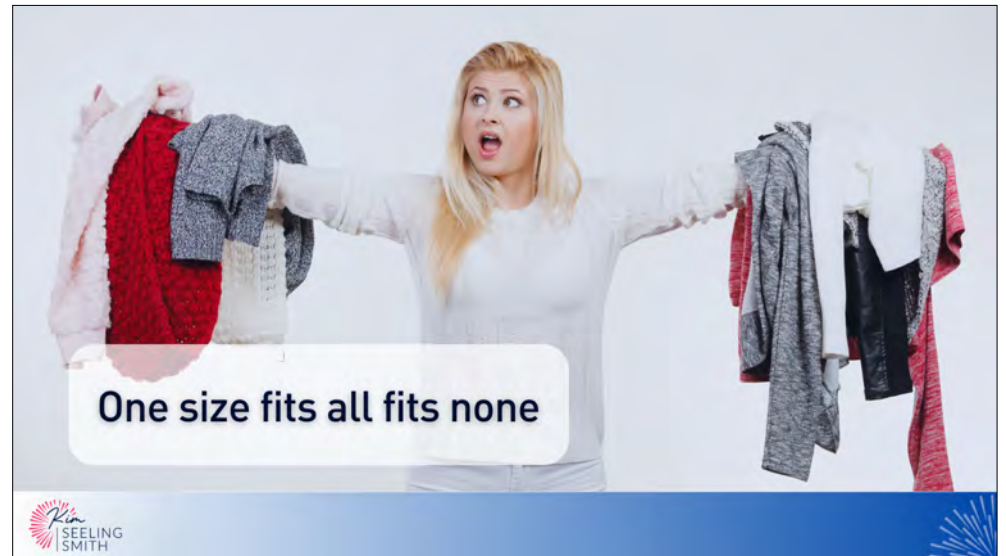


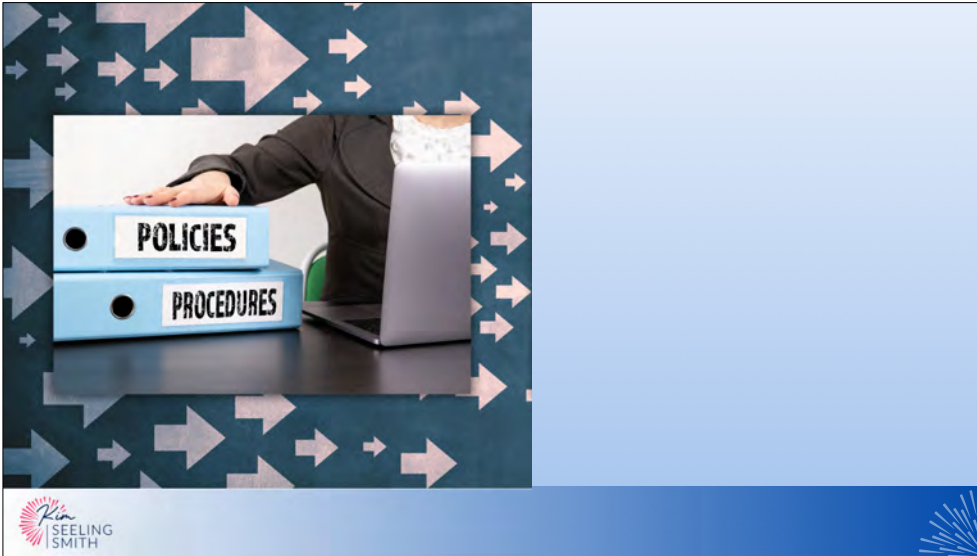
WE DON'T HAVE TIME FOR GOOD MORNING!!!

Kim SEEING SMITH



The 20th century was about efficiency, process and policy





The quality of managers and team leaders is the single biggest factor in your organisation's long-term success

FROM GALLUP
BASED ON OUR LARGEST GLOBAL STUDY
OF THE FUTURE OF WORK

IT'S THE MANAGER

GALLUP FINDS THAT THE QUALITY OF MANAGERS AND TEAM LEADERS IS THE SINGLE BIGGEST FACTOR IN YOUR ORGANIZATION'S LONG-TERM SUCCESS

LEARN YOUR STRENGTHS
Includes a code for the CliftonStrengths® assessment

JIM CLIFTON | JIM HARTER



SUMMARY

Resistance is Futile

Get off the hamster wheel and identify the 4 Ds


The background is a dark blue space with glowing green and white lines and dots, resembling a digital or data environment. On the left is a large, dark, metallic cube. On the right is a hamster on a blue exercise wheel, with a man in a dark suit and pink tie standing next to it. Two white boxes with black text are positioned below the wheel. The bottom left corner features the logo for Kim Seeling Smith.

SUMMARY

Harness the power of AI

Understand how you can deconstruct your roles



SUMMARY




Do a Strategic Workforce Plan

Upskill your Humanistic Leadership capabilities




Questions?



Let's keep in touch



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Kim Seeling Smith, CSP, CVP
 Future of Work Expert ♦ Talent Retention ♦ Talent Acquisition ♦

