HUMALOGY & THE WORKPLACE:
LEADING THROUGH DISRUPTION

DIGITAL PHILOSOPHER

(and AI artist)

slido.com Join As:FoW23

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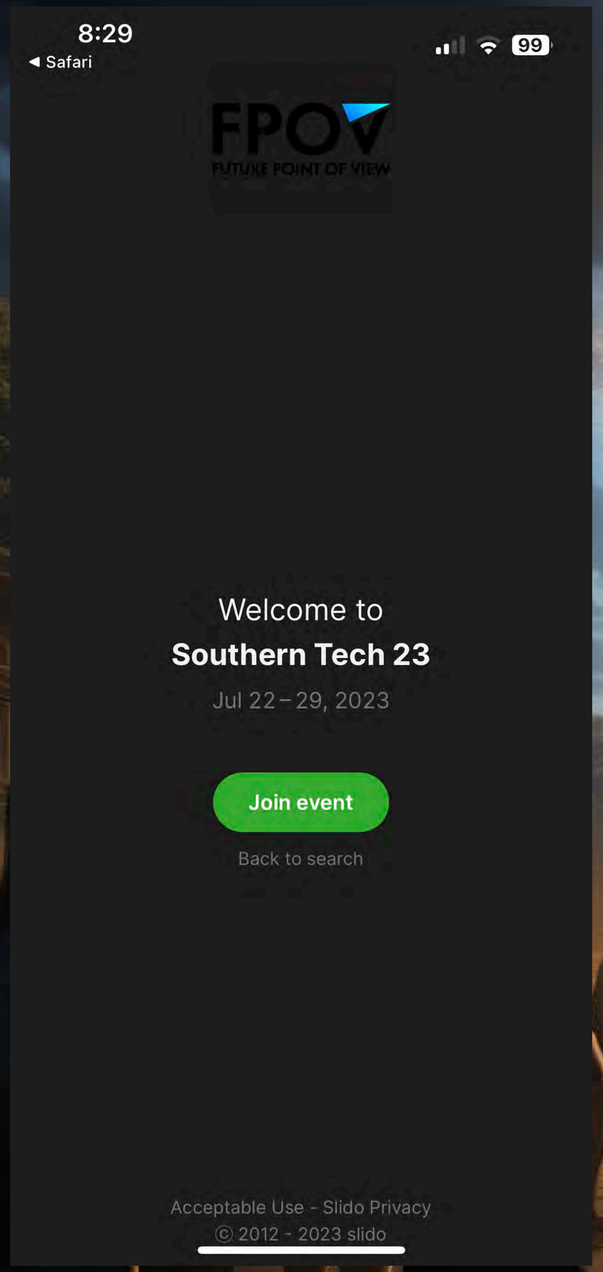

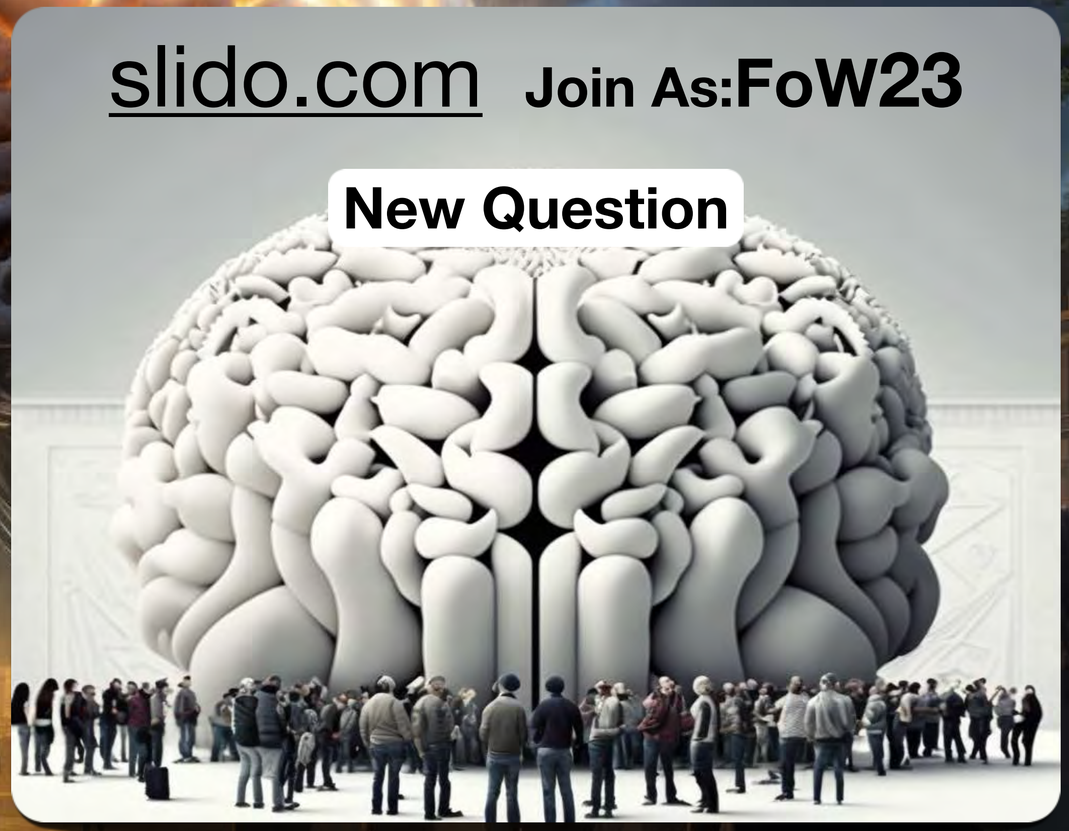

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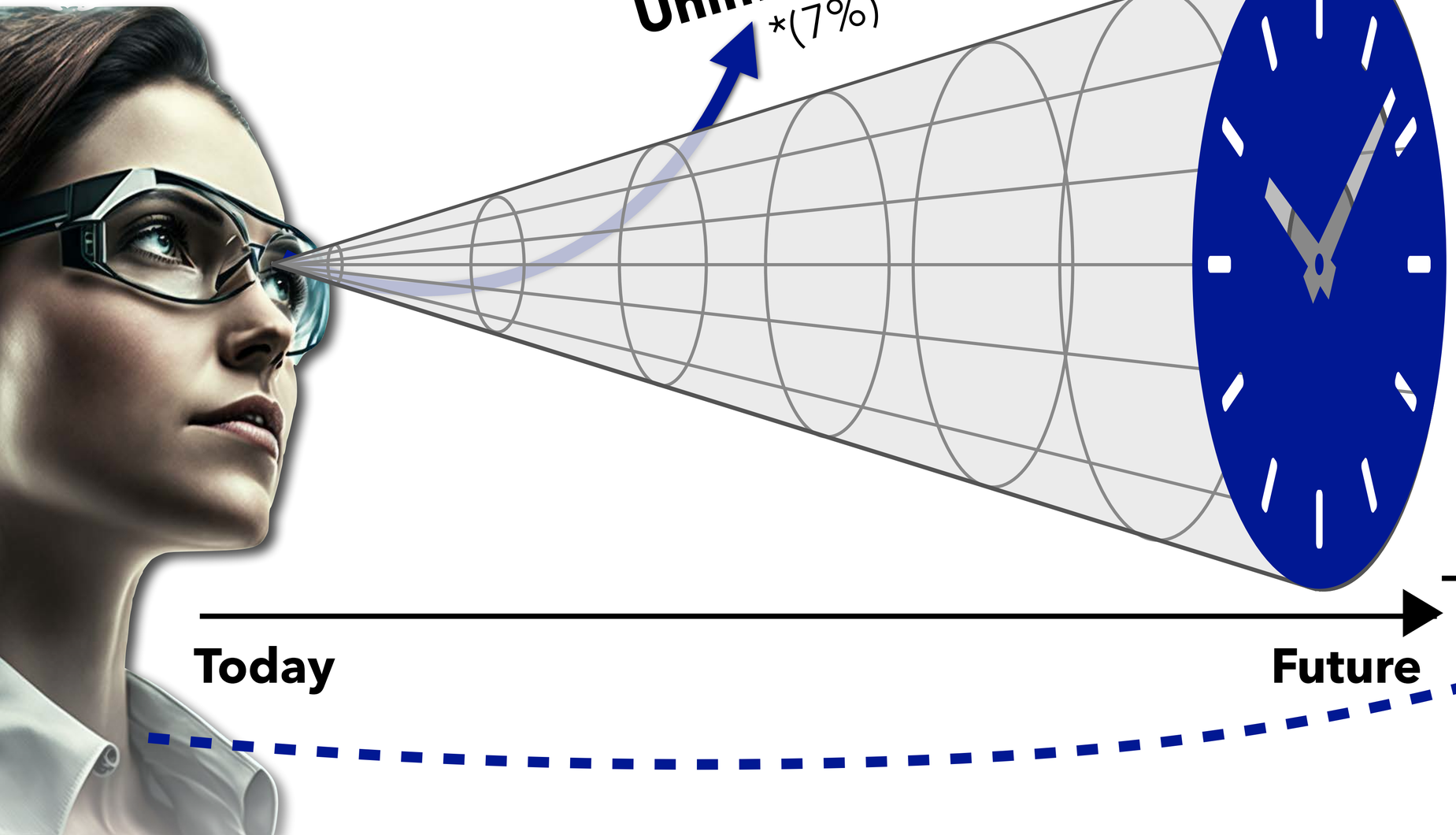
High Beam Leadership

**Kesselman list of estimated probability*



Unimaginable *(7%)

Possible *(30%)

Plausible *(55%)

Probable *(85%)

Today

Future

Values Drift

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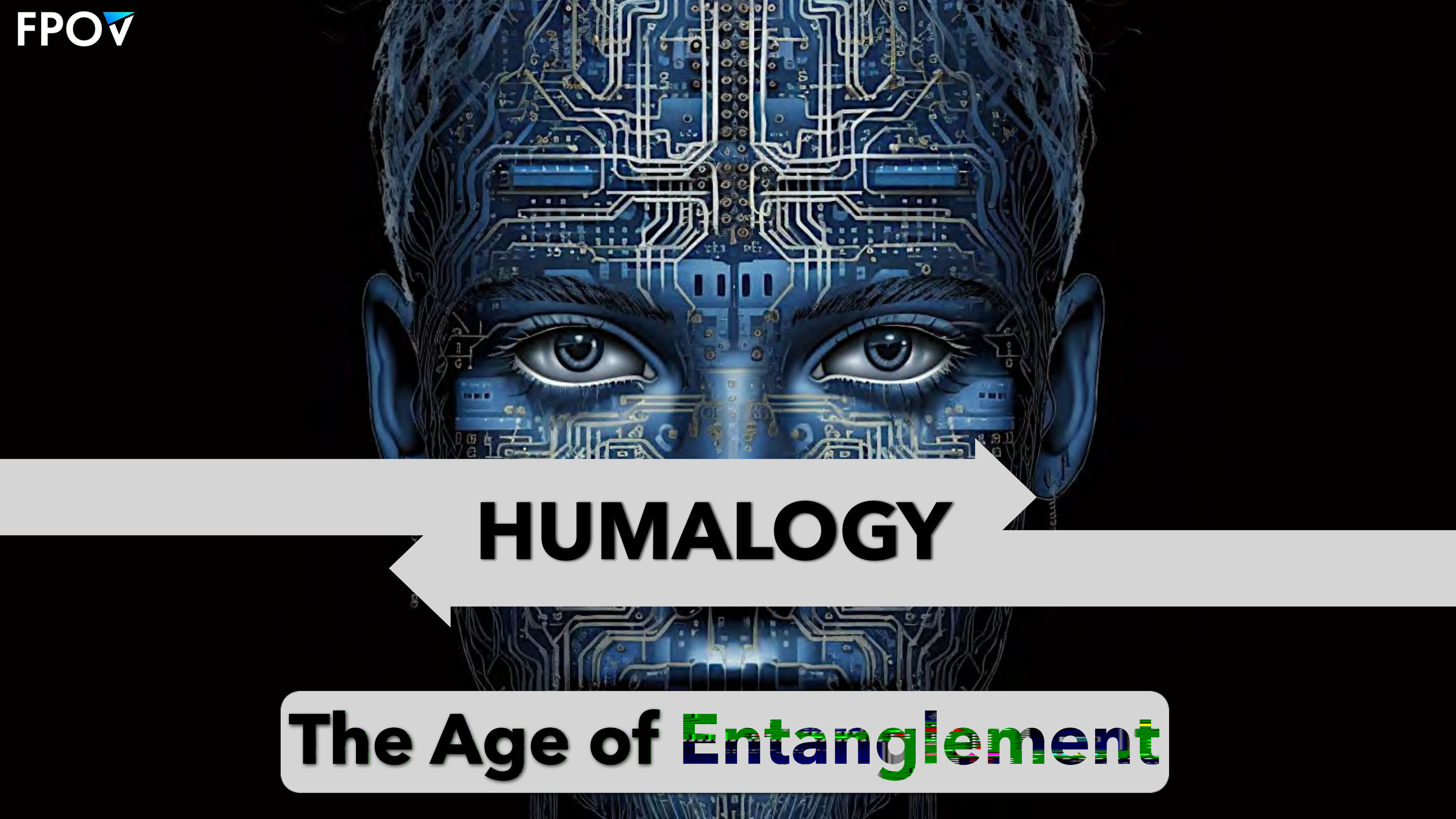

HUMALOGY

The Age of Entanglement

Humalogy Evolution

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Manual		Assisted			Augmented			Autonomous	
H5	H4	H3	H2	H1	T1	T2	T3	T4	T5

The Humalogy Scale

Humalogy Evolution

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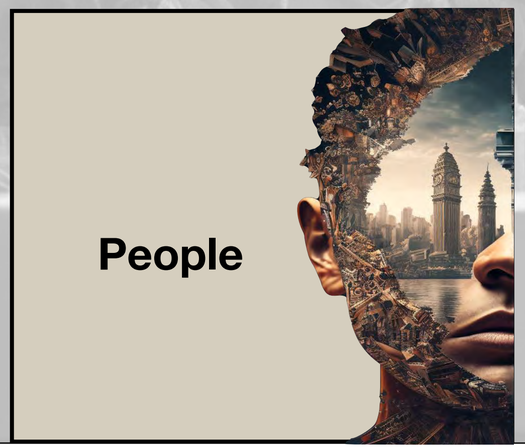

Manual		Assisted			Augmented			Autonomous	
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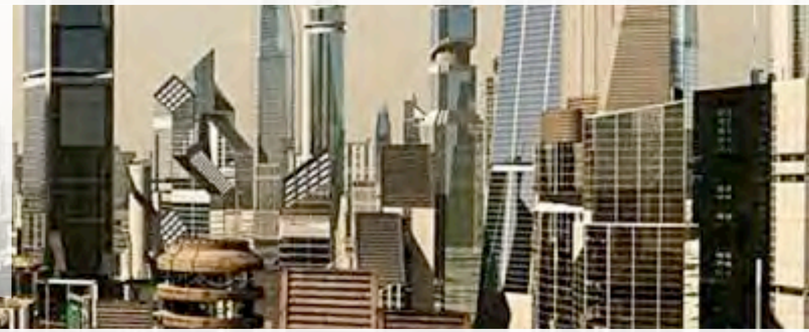
The Humalogy Scale

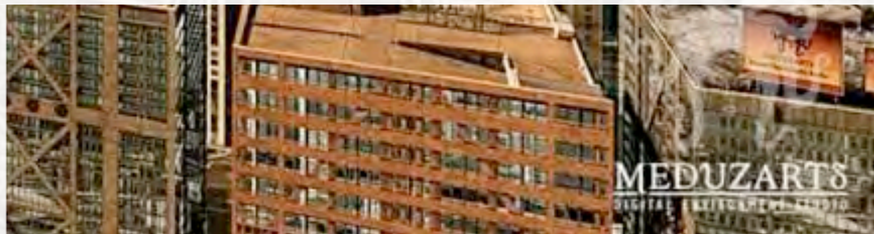
Humalogy Blueprint for Technology

The power of an organizations Digital Backbone will become increasingly more important to achieving the mission

Technology will continue to make remote working more effective, and we must find the best balance

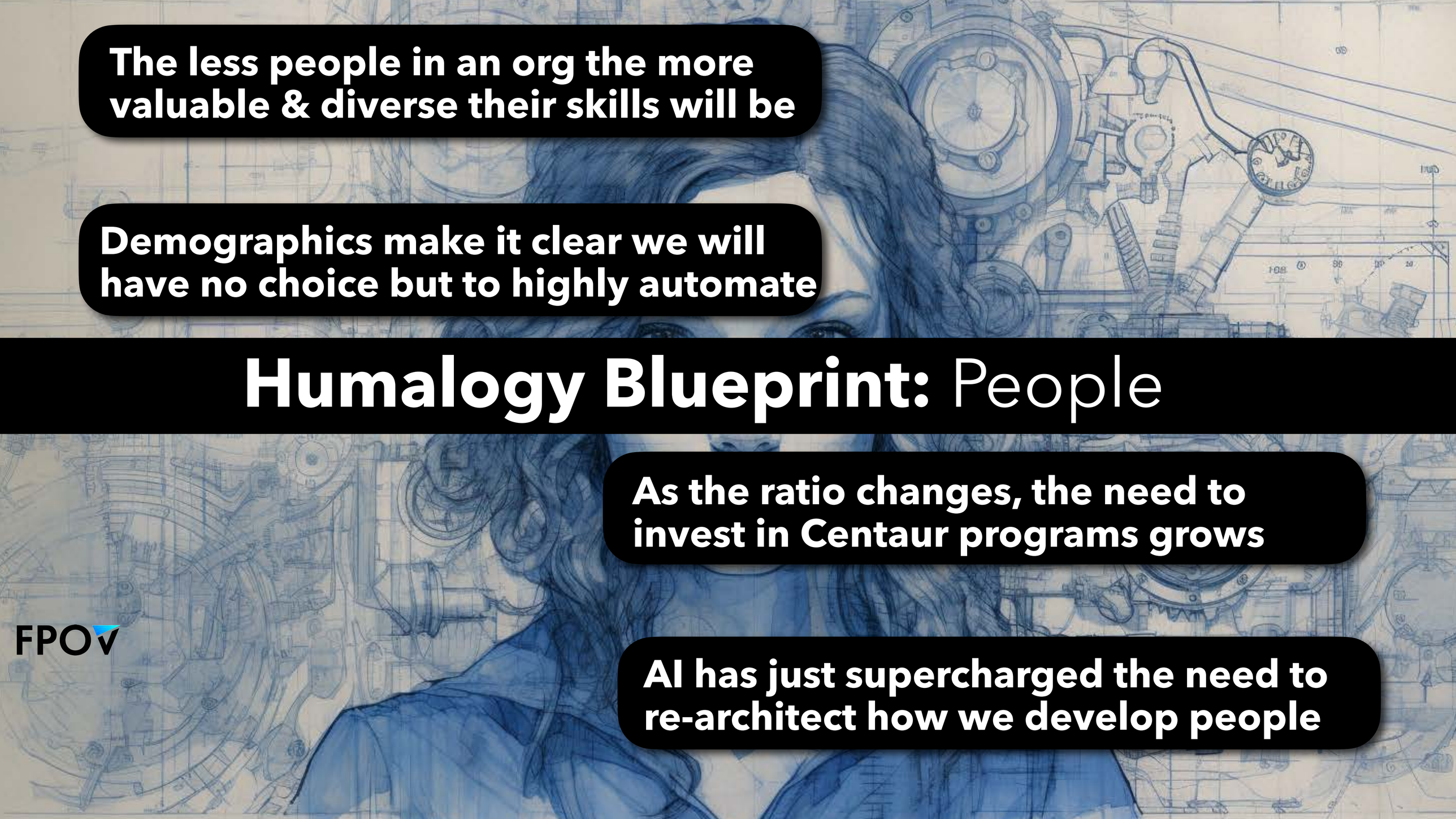


Organizations will steadily automate every process that is dangerous, highly repeatable, or more complex than humans can deal with



The costs to modernize and maintain the Digital Backbone will grow steadily and force leaders to choose their strategy

Younger workers will make employment decisions based on the digital tools & platforms available


The less people in an org the more valuable & diverse their skills will be
Demographics make it clear we will have no choice but to highly automate
Humalogy Blueprint: People
As the ratio changes, the need to invest in Centaur programs grows
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AI has just supercharged the need to re-architect how we develop people

NEXGEN IT:

Rechartering IT to facilitate overall digital power

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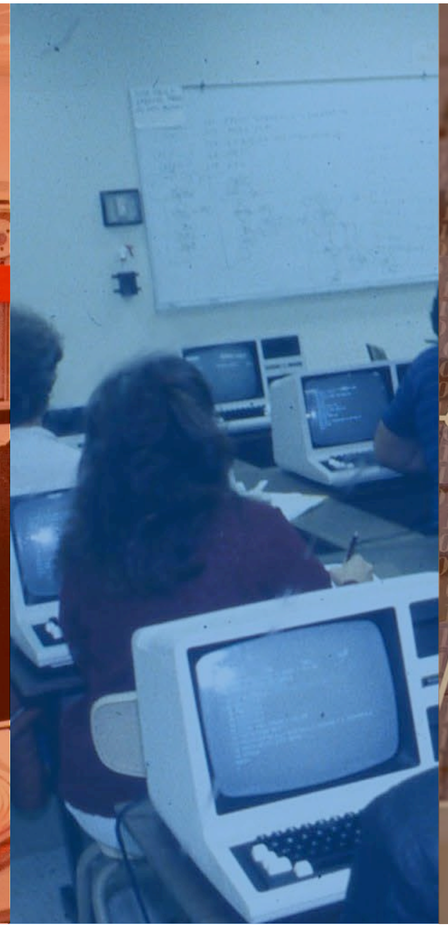

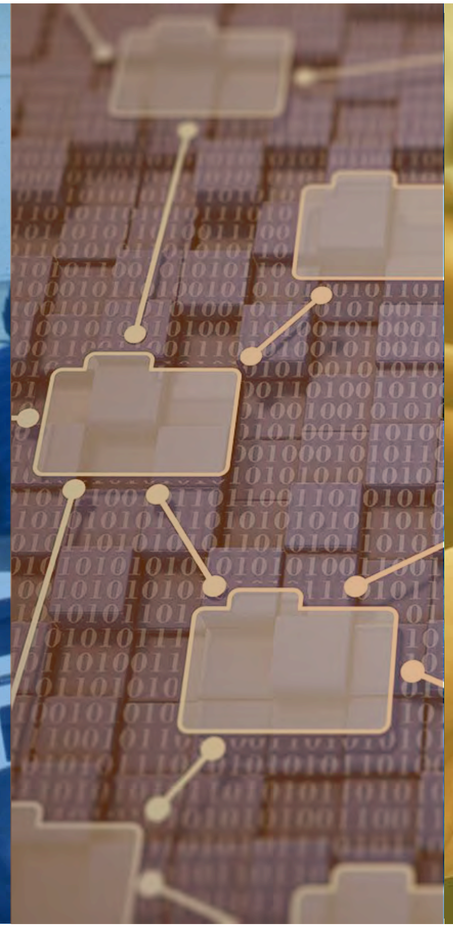

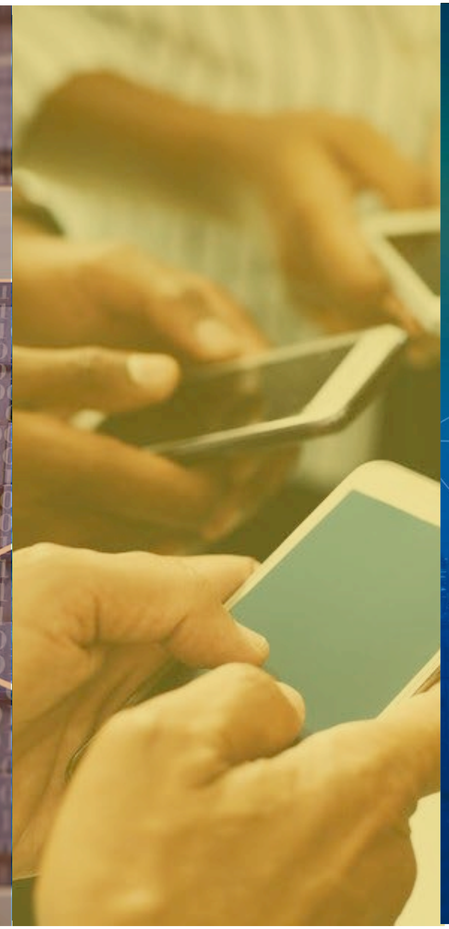

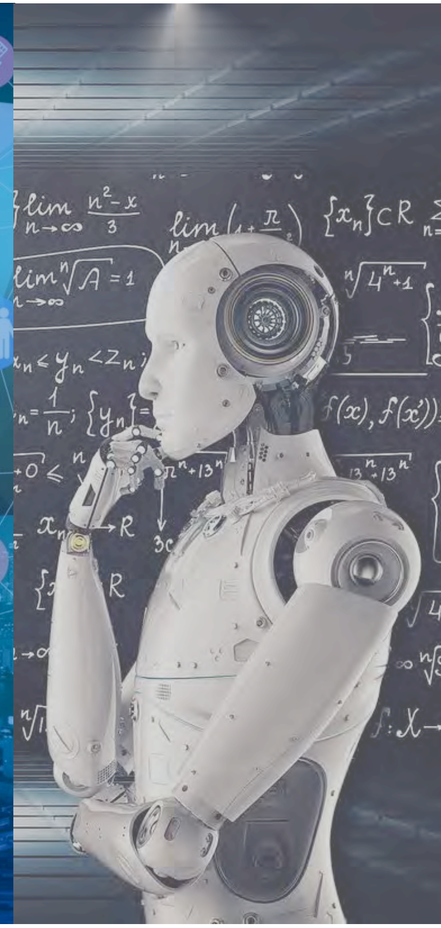

1950’s - 70’s
MAINFRAME

1980’s
PC’S

1990’s
THE INTERNET

2000’s
MOBILITY

2010’s
CLOUD COMPUTING

2020's
MACHINE INTELLIGENCE

T-Shaped Employee

Shallow knowledge in a broad range of areas

Deep knowledge in one area

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V-Shaped Employee

Gradually broadening knowledge in adjacent areas

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TOP 15 SKILLS FOR 2025

POST MACHINE INTELLIGENCE

(WORLD ECONOMIC FORUM)

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Analytical thinking and innovation
Active learning
Complex problem solving
Critical thinking and analysis
Creativity, originality, and initiative
Leadership and social influence
Technology use, monitoring, and control
Technology design, and programming
Resilience, stress tolerance and flexibility
Reasoning, problem solving, and ideation
Emotional intelligence
Troubleshooting and user experience
Service orientation
Systems analysis and orientation
Persuasion and negotiation

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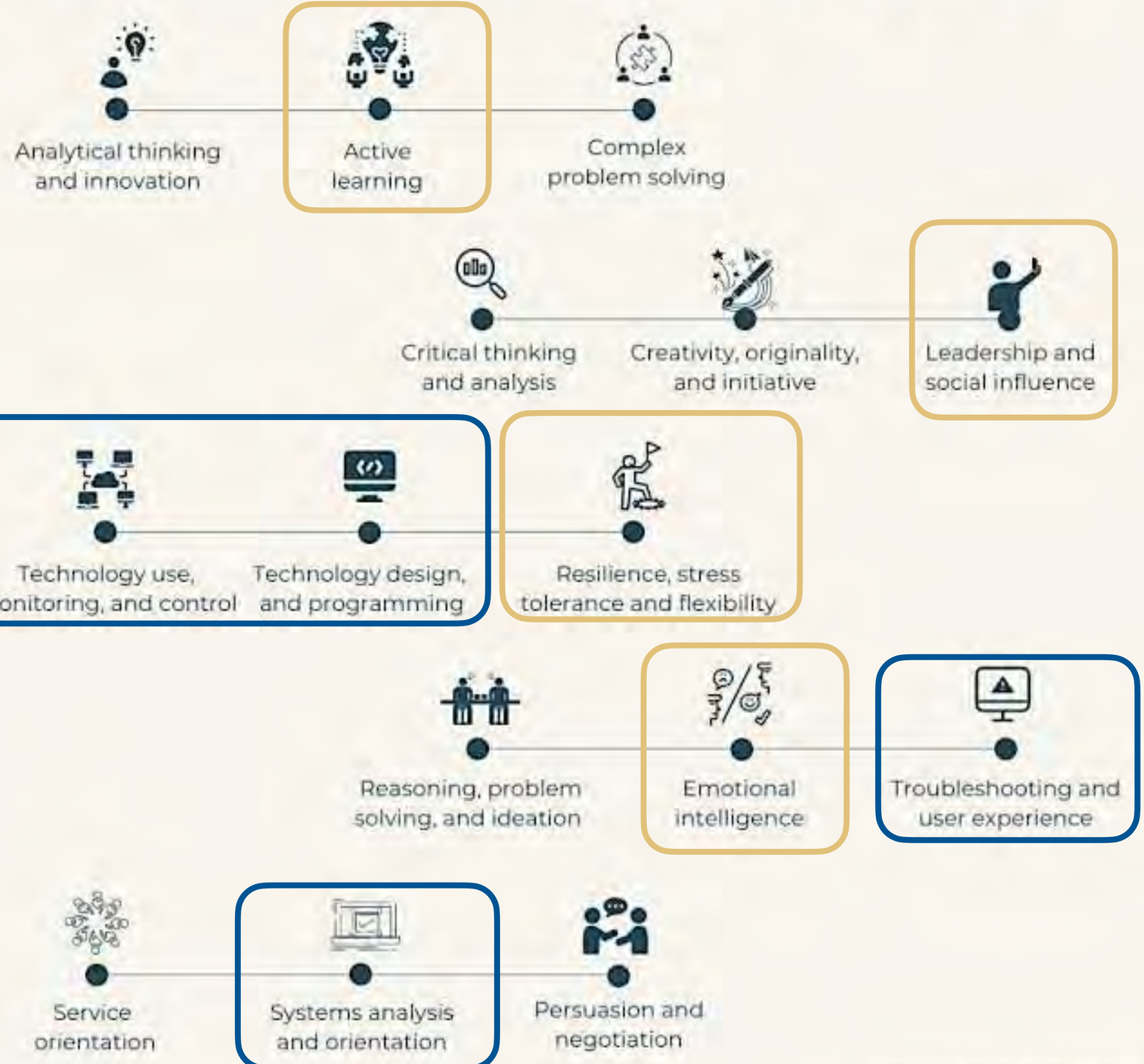
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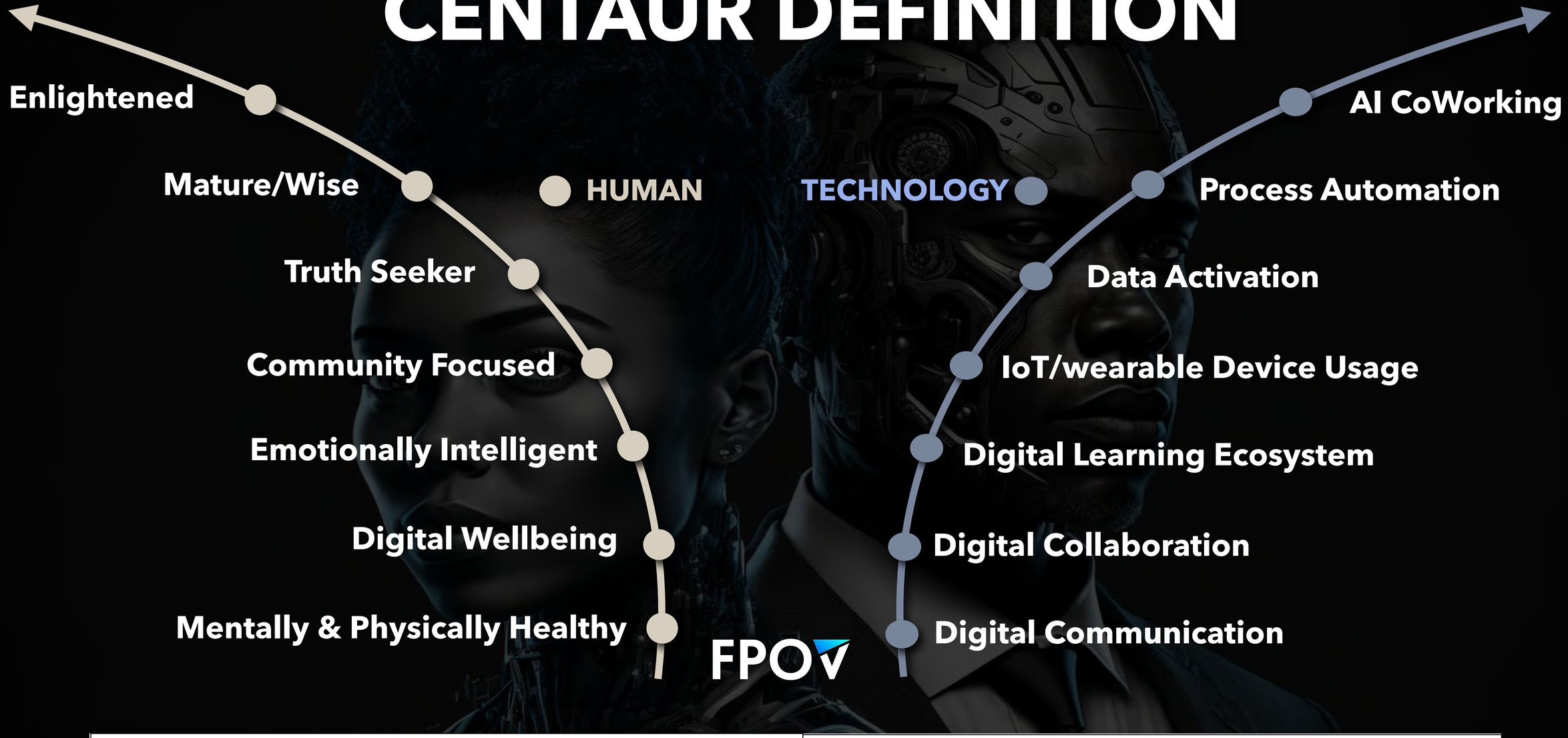
Resilience, stress tolerance and flexibility
Reasoning, problem solving, and ideation
Emotional intelligence
Troubleshooting and user experience
Service orientation
Systems analysis and orientation
Persuasion and negotiation

AI COWORKING
THE RISE
OF THE
DIGITAL CENTAUR

CENTAUR DEFINITION



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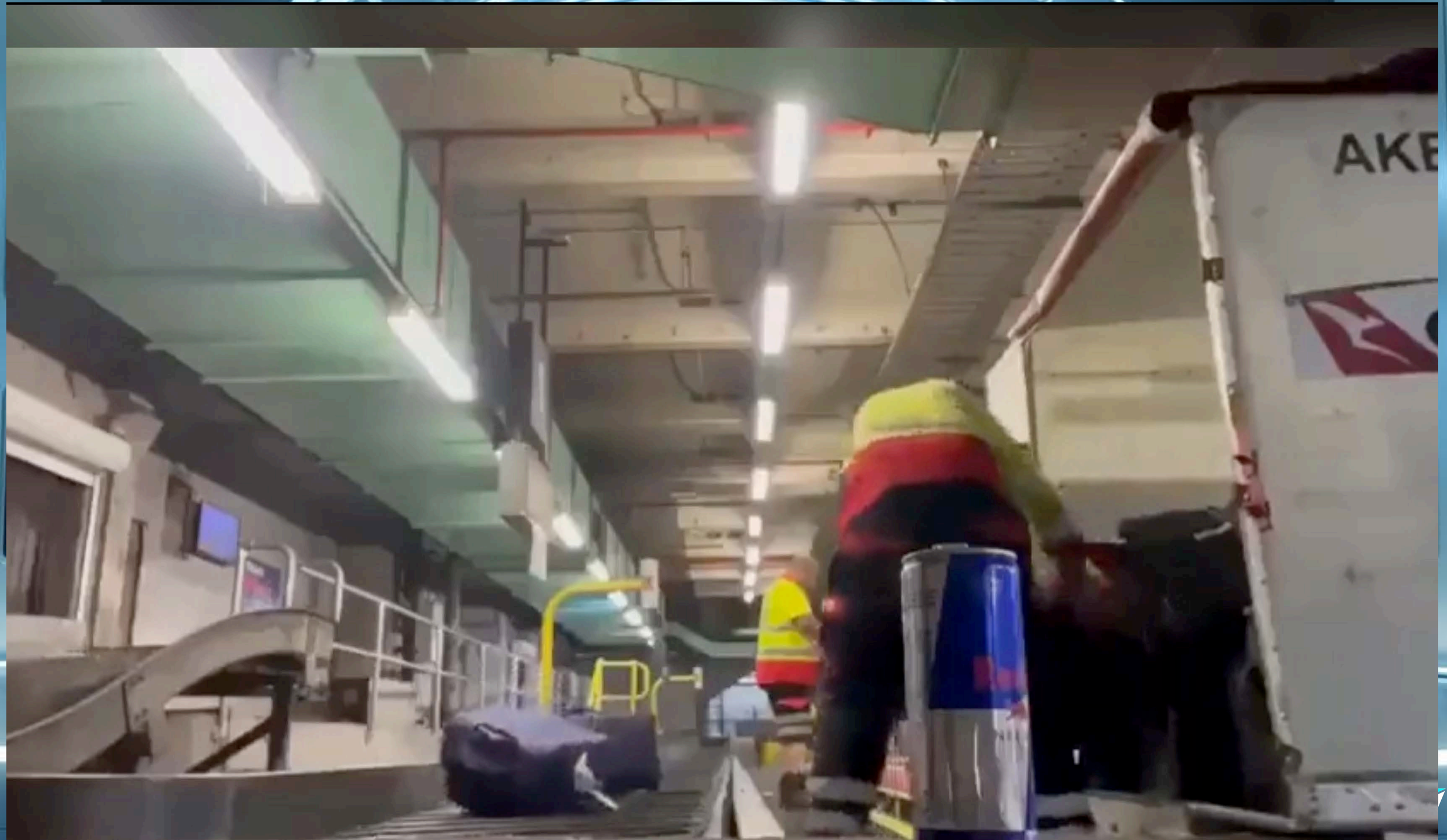
AKE

Growing AI as a Child

We need to think of AI as a brilliant child that is neurodiverse and needs a lot of human attention and guidance

More love than fear…

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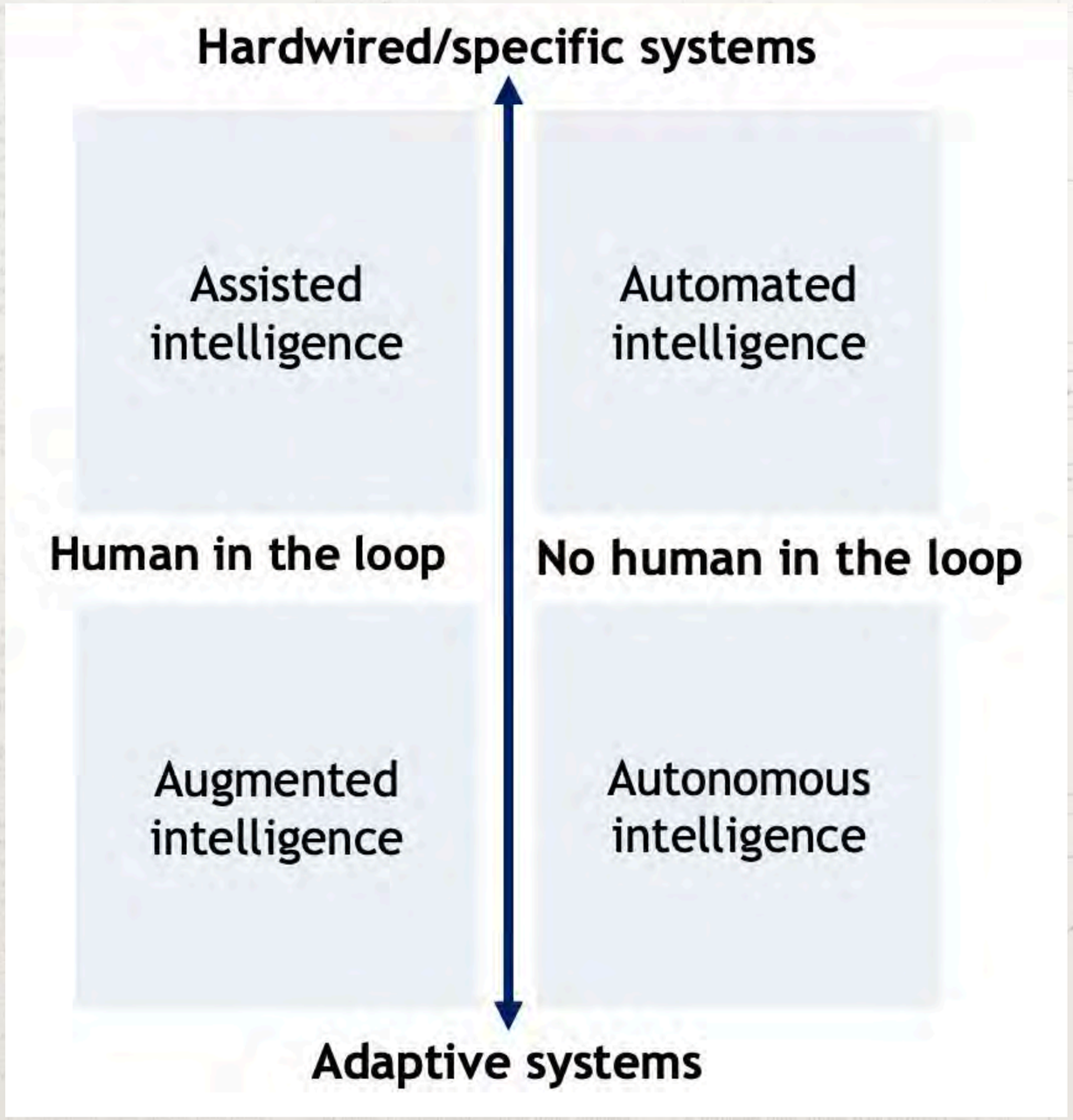
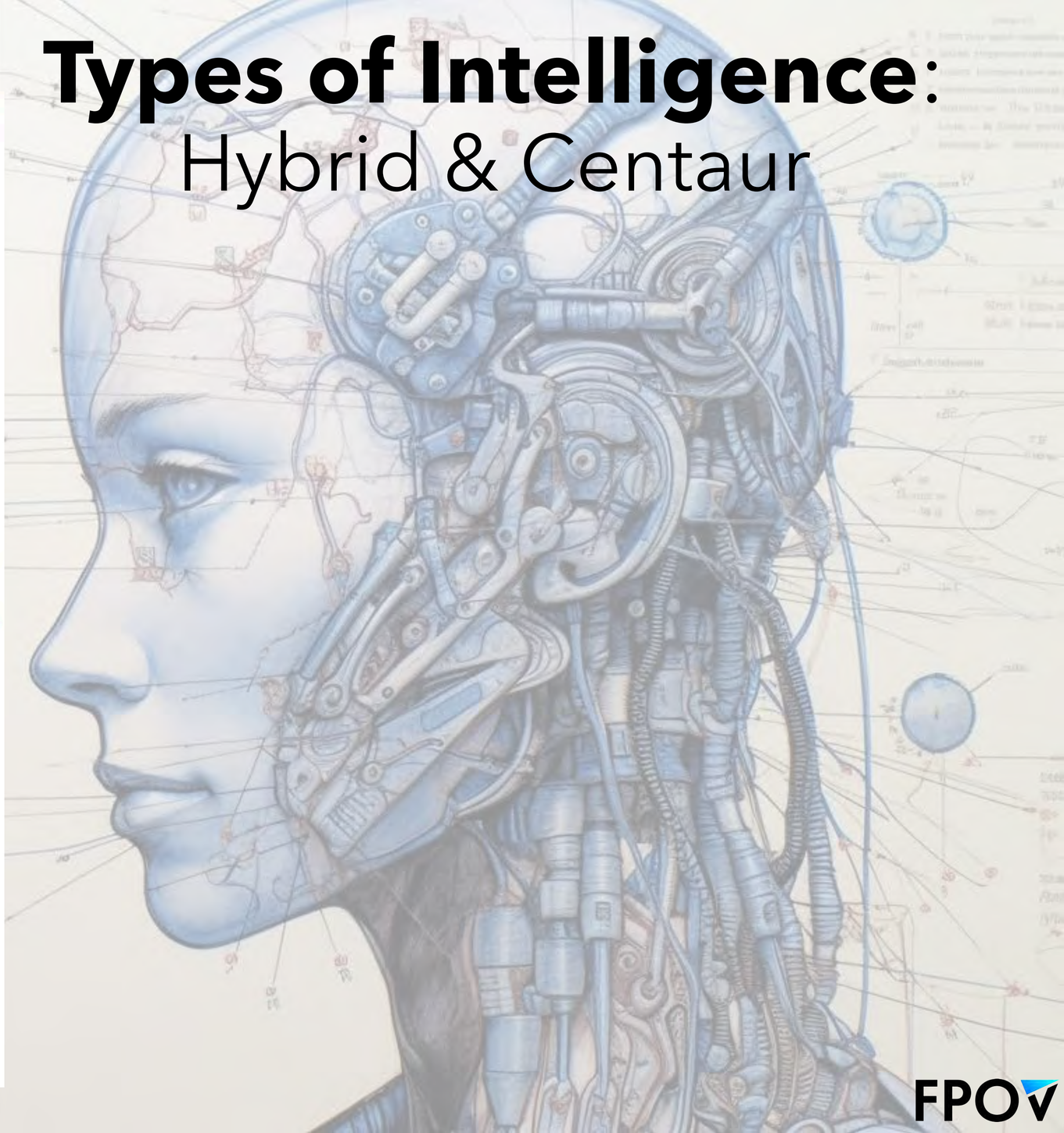
Executive Survey: AI's Productivity Promise

tration by Manuel Bortoletti

Types of Intelligence: Hybrid & Centaur





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Types of Intelligence:
Hybrid & Centaur

There are three types of AI creativity: combinational, exploratory, and transformational.

AI's already dabbling in the first two.

1. It can mix ideas together.

2. It can explore ideas within the boundaries of existing styles. That's kinda like 'synthetic creativity' if you will.

3. But the third type, making something totally new that blows all the old rules away, that's where things get very interesting!!.

Human Intelligence

- Flexible
- Emotion
- Interpersonal
- Innovative
- Gap Reasoning
- Linguistic
- Kinesthetic

Hybrid Intelligence

Centaur

Machine Intelligence

- Rule follower
- Precise
- Predictable
- Efficient
- Scalable
- Communicative
- Forever

Collective Intelligence

- Worldwide
- Generationally Amplifying
- ProtoIntelligence

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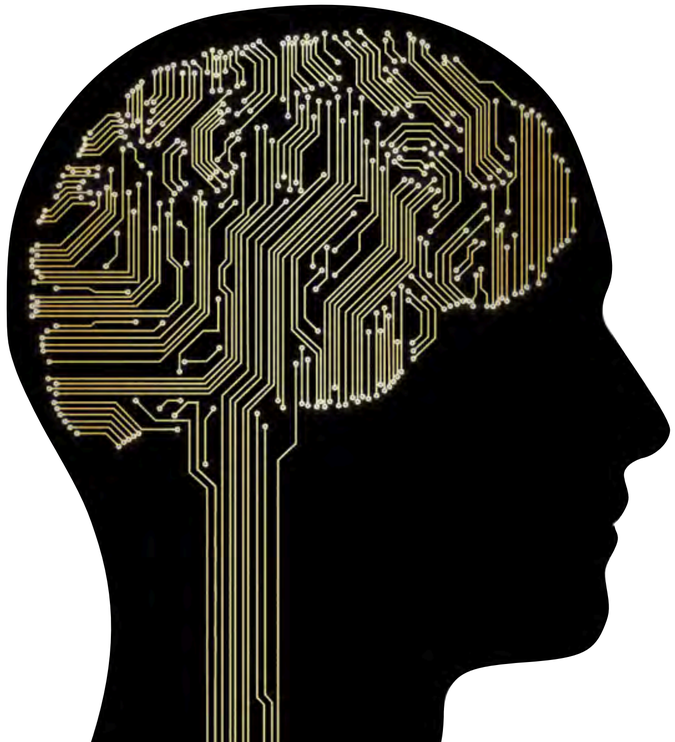
The AI Centaur Hybrid

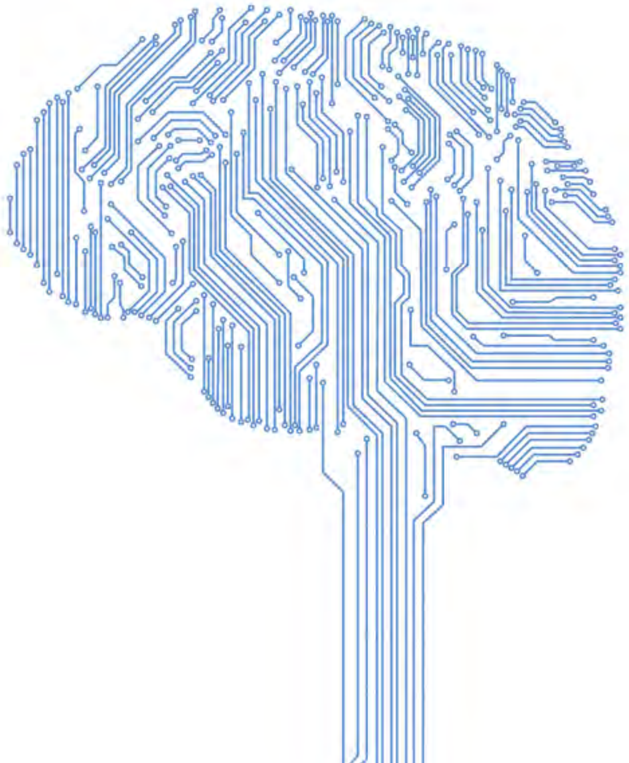
A New Phase of Learning & Development

Build a valuable digital River of Information and invest time in gaining hands on AI skills

Co-Working: Learn how to combine human intellectual skills and creativity with the power of AI engines



Put together a toolbox of AI engines that will augment your capabilities



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Workplace Digital Wellbeing

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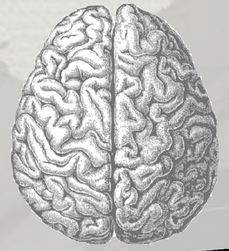
Workplace Digital Wellbeing



State of Harmony

BALANCE

State of Saturation

Empty Mind

meditation

Quiet Mind

listening to music

H5 H4 H3 H2 H1 T1 T2 T3 T4 T5

Human Driven

Technology Driven

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Workplace Digital Wellbeing

State of Harmony

BALANCE

State of Saturation

Empty Mind

meditation

Quiet Mind

listening to music

Partially Focused Mind

mowing the lawn
driving a car

H5 H4 H3 H2 H1 T1 T2 T3 T4 T5

Human Driven

Technology Driven

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Workplace Digital Wellbeing

Empty Mind
meditation

Quiet Mind
listening to music

Partially Focused Mind
mowing the lawn
driving a car

Active Mind
project at work
50 emails

Full Mind
project at work
100 emails
social media
family concerns

Overwhelmed Mind
project at work
150+ emails
social media
texting
news feeds
family emergency

H5 H4 H3 H2 H1 T1 T2 T3 T4 T5

Human Driven

Technology Driven

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Workplace Digital Wellbeing

Frontal Fatigue

Mark D Rego MD

State of Harmony | BALANCE | **State**

Empty Mind
meditation

Quiet Mind
listening to music

Partially Focused Mind
mowing the lawn
driving a car

Active Mind
project at work
50 emails

proje
10
soci
famil

H5 | H4 | H3 | H2 | H1 | T1 | T2

Human Driven

Techn

SELF-CARE CHECKLIST

PHYSICAL
- ☐ healthy eating
- ☐ personal hygiene
- ☐ exercise
- ☐ fun physical activity
- ☐ regular sleep
- ☐ medical check-up
- ☐ physical appearance
- ☐ rest after work
- ☐ rest when sick
- ☐ go for a walk

PSYCHOLOGICAL
- ☐ practice a hobby
- ☐ learn something new
- ☐ read
- ☐ challenge yourself
- ☐ do something creative
- ☐ no-screen hour
- ☐ alone time
- ☐ delayed gratification
- ☐ go on a day-trip
- ☐ practice patience

EMOTIONAL
- ☐ time with loved ones
- ☐ reflect
- ☐ express feelings
- ☐ feel the feelings
- ☐ laugh
- ☐ affirmations
- ☐ respect yourself
- ☐ stress management
- ☐ talk about problems

SPIRITUAL
- ☐ meditate
- ☐ pray
- ☐ find meaning
- ☐ priorities and values
- ☐ stand by your morals
- ☐ contemplate life
- ☐ think about mortality
- ☐ observe your thoughts
- ☐ participate in a cause

SOCIAL
- ☐ time with loved ones
- ☐ stay in contact
- ☐ meaningful dialogue
- ☐ have fun together
- ☐ take a trip together
- ☐ ask and offer help
- ☐ meet new people
- ☐ smile to a stranger
- ☐ be polite

PROFESSIONAL
- ☐ stay in the loop
- ☐ work on your skills
- ☐ read relevant literature
- ☐ get involved
- ☐ prevent burnout
- ☐ organize workspace
- ☐ plan the work
- ☐ work on relationships

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The workplace of the future will be completely recognizable from the human standpoint and seem magical and alien from a technology standpoint

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DIGITAL OPTIMIST PODCAST

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