

# *Future of Work and its impact on employment and skills in the Caribbean region*

Presenter: Dr. Kamla Mungal

Arthur Lok Jack Global School of Business, UWI



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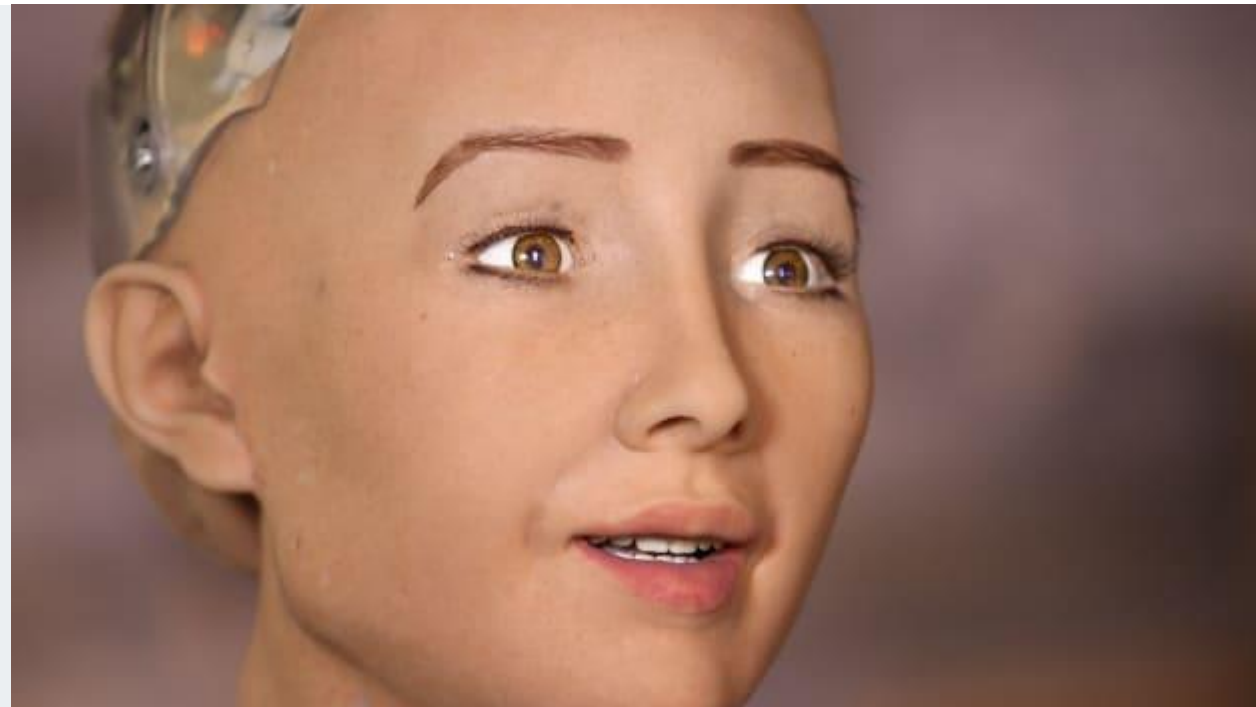
# Insanely humanlike androids have entered the workplace and soon may take your job

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**Tim Hornyak**  
@ROBOTOPIA

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**Sophia, female android from Hanson Robotics**



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**Easy to build emotional connections**





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OPINIONS

# ELON MUSK VS JACK MA: WHEN TWO TECH TITANS CLASHED OVER AI AT CHINA SUMMIT

03/09/2019



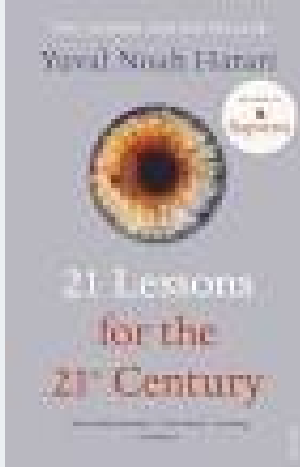
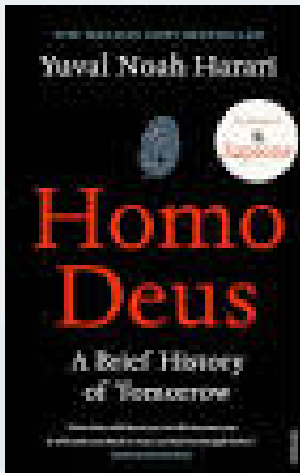
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# Artificial Intelligence (AI) will create a 'useless class' of human (Harari, 2016)

- As artificial intelligence gets smarter, more humans are pushed out of the job market.
- But there is great optimism based on the history of humans to eventually make good choices.



# Hack Yourself!

# Hack Your Company!



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Antoine Antoniol

“It is not man vs. machine.  
It is man tapping into the immense  
potential of machines to give everyone  
globally a better way of life”

Eric Schmidt, Sept. 2014  
Former CEO and Executive Chairman,  
Google



“...excessive automation at Tesla was a mistake. To be precise, my mistake. Humans are underrated.”

(Elon Musk, 2018)



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Credit: Nicole Gray



# What does it mean for Caribbean businesses?

## Will you be **empowered** or **overpowered**?



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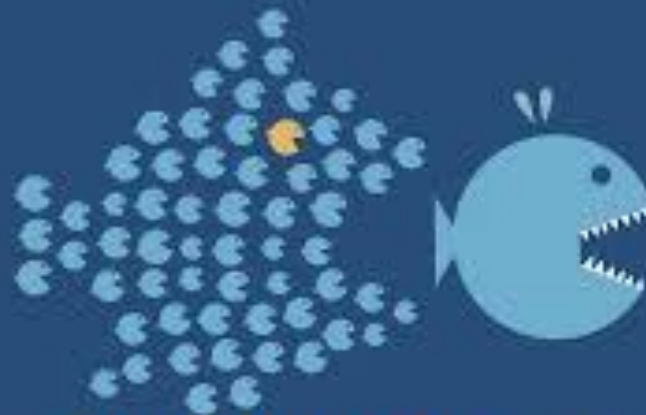
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fynd

In the new world, it is not the big fish which eats the small fish, it's the fast fish which eats the slow fish

-Klaus Schwab

[www.getfynd.com](http://www.getfynd.com)



Today, the fast eat the slow.

1. Small, but agile and disciplined



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“If the rest of the Caribbean islands do well, we’ll do well. You can’t have a narrow perspective.”

“The private sector must work with the government of the day to build a better country. Our philosophy has always been to cooperate with the government of the day. Whoever individual employees vote for is their business. Elections come and elections go, and between that you have a country to run.”



Wilfred Sidney Knox  
(B. 1924)

# Some of our own enemies...

- *Ego and culture of knowing the right answer...rather than asking the right questions;*
- *Fear of competition;*
- *Intimidated to enter high ends of the value chain.*



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# What is required...

- An open-minded attitude and an excitement to embrace new opportunities wherever and whenever possible;
- An excitement to embrace the value of the skill-sets of young persons;
- An excitement to see how you can serve that higher purpose;
- New ways of arranging employment including strategic employee sharing.
- Operating Responsibly: Companies are required to retrain their employees as an ethical measure as they introduce AI. In a connected world, your reputation will be your biggest asset.
- Authentic/Servant leadership – how can I find and contribute to the best solutions? What problems can I solve for my membership?



# Most relevant skills...

- Data analytics and business intelligence
- Futures Thinking; Forecasting; Simulations; Collaborative Foresight; Urgent Optimism  
(Institute for the Future)
- Recruiting and developing an agile personality:  
Focused; Confident; Collaborative, Proactive; Inquisitive, Optimistic (Philosophy and Psychology)





# The best way to predict the future is to invent it

(Alan Kay, 1971).

**Thank You for Your Attention**



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