

REDEFINING TALENT IN THE ERA OF AI AND BIG BLUR

Juha Sipilä

Entrepreneur, former Prime Minister of Finland

NEW OPPORTUNITIES FOR TALENTS

- Today AI is no longer a vision of the future but a reality
- Generative artificial intelligence is expected to have a much more significant impact on high-skill jobs than previous industrial revolutions
- Results surpass even the expectations of the developers
- AI offers tremendous potential in various fields
 - Healthcare, Industry, Transportation, Educational environments...
- Artificial intelligence
 - Creates new opportunities for jobs
 - Will change the way we interact with technology
 - Opens new possibilities for data processing and analysis
 - Will enable significant leaps in productivity for businesses and societies


NEW TALENTS SHOULD IDENTIFY NEW RISKS

- **Privacy concerns arise**
- **Significant impact on jobs**
- **AI can be misused and trained with incorrect facts**
- **Hostile actors can exploit AI for harmful purposes**
- **Military use of AI**
- **Excessive dependence on AI can make societies vulnerable to technical issues and cyberattacks. This could also lead to widespread manipulation of people.**

HOW SHOULD WE PREPARE FOR THESE RISKS?

- States should take AI usage and risk management seriously
- Legislation and regulation in a significant role
- Investing in education and research is vital
- Cybersecurity readiness
- International cooperation
- Oversight is necessary at national and international levels
- States must continually update their policies and regulations

TALENT DEFINITION

- **The Transformation of Talent**
 - **The ability to recognize needs and contexts**
 - **Curiosity is one of the most important talents qualities**
 - **A curious Talent is difficult to teach in a traditional educational system**
 - **Ability to Work in Cross-Sectoral Teams**
 - **Talents are needed in new fields**
 - **The Fusion of Humans and Machines**
 - **The Development of New Skills**
- 

TALENT DEFINITION

- **Enhanced Decision-Making**
- **The Importance of Continuous Learning**
- **Navigating the Big Blur**
- **Creating a Culture of Innovation**
- **Ethics and Humanity in the Age of AI**
- **AI as an Aid for People with Disabilities**

The era of AI and great uncertainty demands a profound redefinition of talent. It requires us to move away from static definitions of skills and expertise towards agility, adaptability, and those uniquely human traits that set us apart from machines. By fostering a culture of continuous learning, curiosity, innovation, and ethical responsibility, we can succeed in the face of uncertainty and harness AI as a force for positive change.

ETHICAL QUESTIONS

- 1000 top AI researchers demanding a halt in AI development for six months to create common ethical rules.
- Societies and legislators are hopelessly behind
- Whose values and worldview are reflected in AI's responses?
- How will education or culture evolve?
- How we nurture and educate new Talents or ordinary citizens to use AI in accordance with accepted ethical guidelines
- Who benefits from the technology and productivity leap ?

This perspective should urge every government to create an AI strategy that seeks answers together with international actors regarding ethical rules, minimizing the risks posed by AI, and, above all, how to derive the maximum benefit from this development.

This same list applies to universities and companies.

MESSAGE TO GOVERNMENTS

- **Don't stand on the sidelines – prepare for a big change**
- **Encourage People to use AI – everyone, not only the privileged**
- **A crucial part of National AI strategies should be education**
- **It is crucial to defend our language, culture, values and worldview**
- **Pay adequate attention to regulation**
- **Invest in technological self-reliance and digital knowledge**

How do we redefine talent in this era of AI and Big Blur?

It requires the courage to step out of our comfort zones, embrace new skills and mindsets, and remain open to the opportunities of continuous learning. Talent is not a static attribute but an ongoing journey of self-improvement.

- THANK YOU -

Juha Sipilä

Entrepreneur, former Prime Minister of Finland