



cultivating skills & talent in the Age of AI

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A woman with blonde hair is looking into a mirror. The image is dark and moody, with the woman's face and hair highlighted. The mirror reflects her face. The overall tone is contemplative and introspective.

1.

how AI affects our sense of self

Our sense of self is often deeply connected with our professional identity.

AI and automation can be perceived as undermining this. In some cases, research shows requests completed by a human create more satisfaction than those completed by AI, even when the outcome is the same, whereas in other cases there is no difference. Rather than focusing only on what AI can do, we also need to consider how AI makes us feel

A futuristic scene featuring a transparent robot with glowing blue and yellow internal components. The robot's head is tilted upwards, and its arms are extended towards a man in a dark suit and glasses. The man is looking down at the robot's hands, which are holding a small, glowing object. The background is dark, and the overall lighting is dramatic, highlighting the robot's intricate details and the man's focused expression.

2.

talent is a strategic imperative

The average half-life of skills is now less than five years, and in some tech fields it's as low as 2.5 years. Reskilling and cultivating talent has become a strategic imperative to cope with and embrace the significant changes emerging through Generative AI

An artistic illustration of a group of runners on a winding road. In the background, there are large, snow-capped mountains under a dramatic, cloudy sky. The scene is bathed in a warm, golden light, suggesting sunrise or sunset. The runners are in motion, with dust or motion blur behind them, emphasizing speed and endurance.

3.

capability is the responsibility of every leader

Through recent studies with business leaders, it has become increasingly common for reskilling to be championed by corporate leaders beyond the HR department, and distributed across the entire organisation



4.

make capability your culture

To successfully reskill staff and cultivate talent, we need to do a lot more than just train employees. We need to 'make capability our culture'. Reskilling is a change management initiative that involves understanding supply and demand, reshaping mindsets, integration with systems and practices, and a deep level of engagement

A glowing lightbulb sits on a wooden surface, surrounded by green leaves. The background is dark with bokeh light effects. The number '5.' is displayed in large white font in the top right corner.

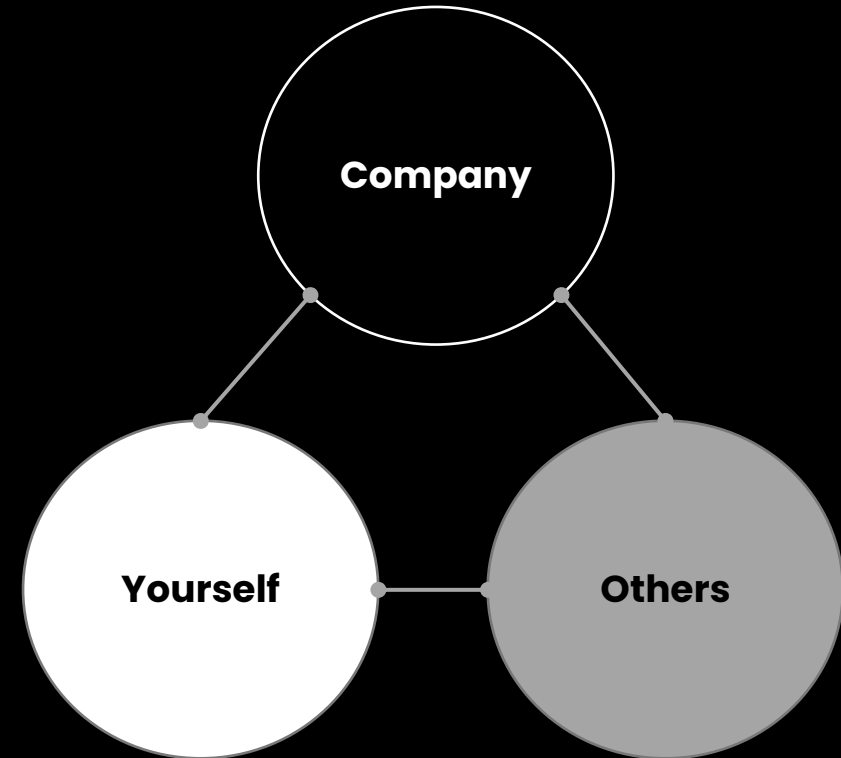
5.

does reskilling make sense?

It's important to treat staff as partners in a reskilling program, as it will require a significant investment of time, energy and interest to get right. It's worth finding out what staff are already doing of their own accord, designing programs from their point of view, and allowing sufficient time to participate with the competing priorities in the business

The **new** EVP

The new employee value proposition (EVP) is about how 'we' work toward shared goals and generate mutual value for ourselves, our organisation and 'others'



An artistic illustration of an ant colony in a forest. Several large ants with blue eyes are shown working on a nest made of twigs and leaves. Smaller ants are visible in the background, some on tree trunks and others on the ground. The scene is set in a lush, green forest with large leaves and tree trunks.

6.

it takes a village

Reskilling and cultivating talent in AI doesn't have to be a one-size-fits-all approach or hugely expensive company training program. When designing your AI skills and talent program, consider the wider ecosystem for talent development, such as industry partnerships, networks and partnering with training providers, educators or universities



7.

we're all programmers now

Citizen developers and data scientists are a powerful tool for the business, but raise critical questions about the operating models, technology and data governance, and centralised vs distributed safeguards

Try these steps: (1) recruit your citizen developers, (2) train and certify them, (3) build citizen development infrastructure, (4) empower through connected governance



data governance ecosystems

it always seems **impossible** until it's done.



Thank you.

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