



**DALISCO**

CONSULTING AND SERVICES

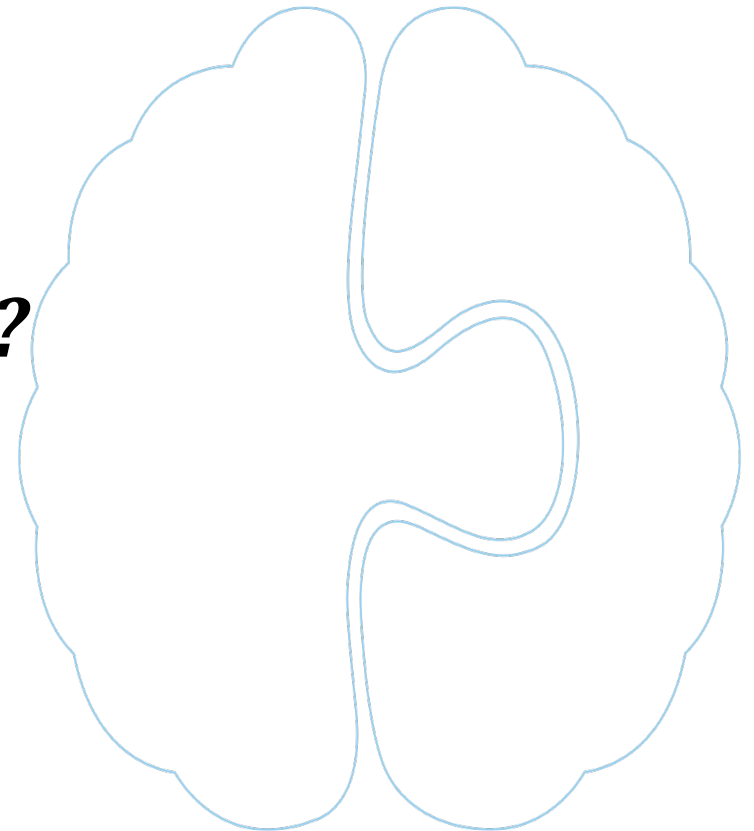
# **Ljudi i tehnologije: *Ima li tu još mjesta za nas?***

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**Dr. sc. Aleksandar Danilovski**

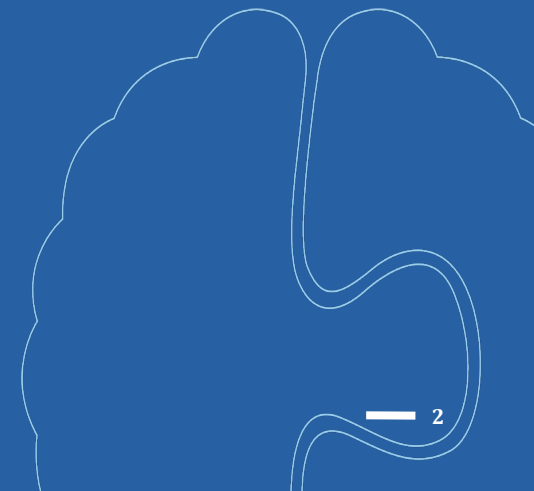
**Mini skup ATZH i FKIT**

**05. rujna 2024. godine**



# O čemu ćemo danas pričati?

- **Dijagnoza**
- **Terapija**
- **Profilaksa**

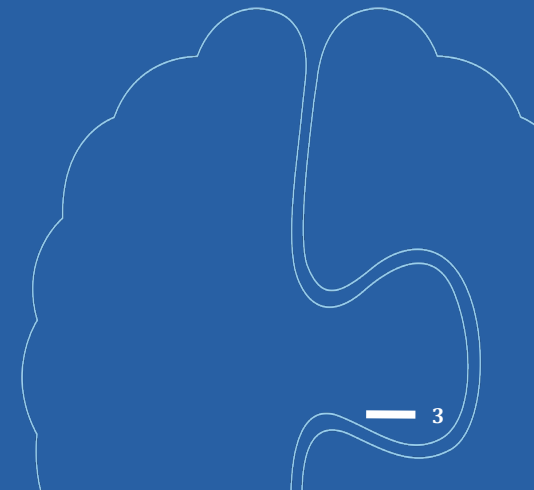


# O čemu ćemo danas pričati?

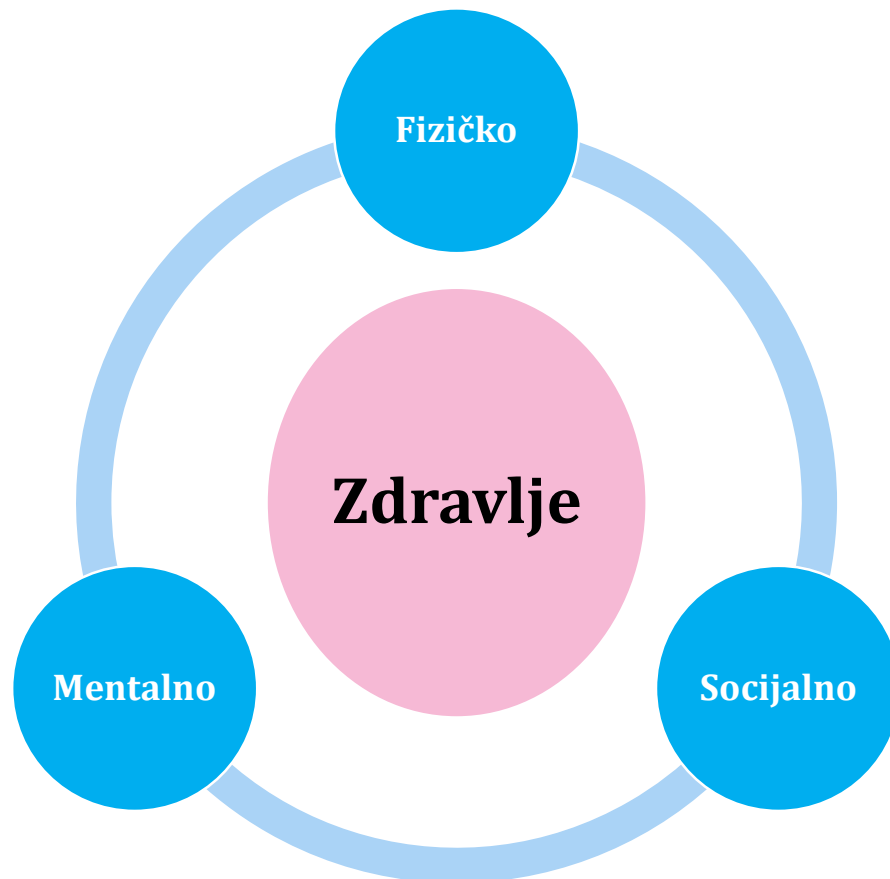
- **Dijagnoza**
- Terapija
- Profilaksa



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## 1/3 učenika nekog razreda ima gripu – što je s 2/3?



”

Zdravlje je stanje potpunog fizičkog, mentalnog i socijalnog blagostanja, a ne odsustvo bolesti.

*Andrija Štampar*

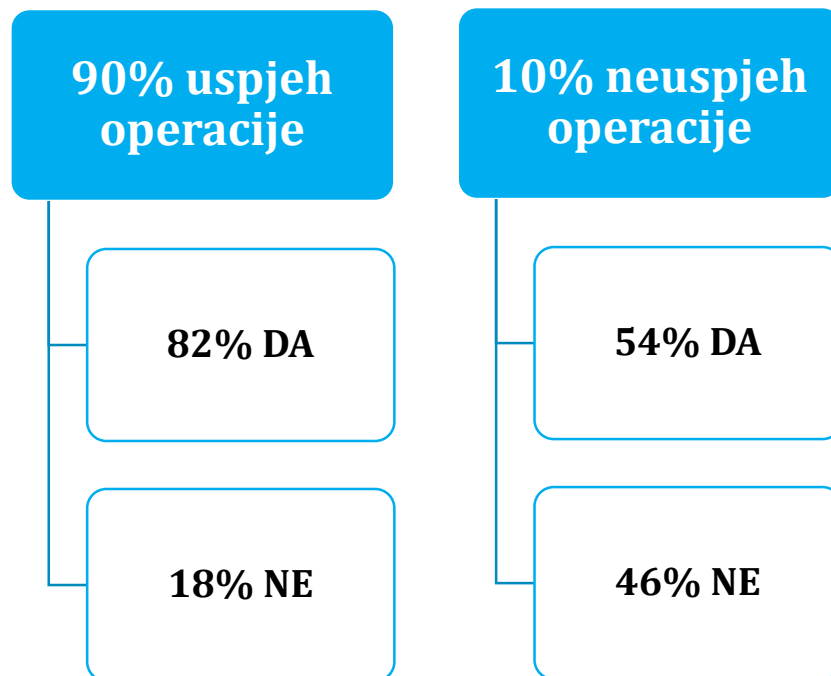
**Samo šuti, marljivo i teško radi i pusti  
da tvoj rad govori sam za sebe!**



**Ja ne moram znati „materiju”,  
ali moram znati tko zna!**



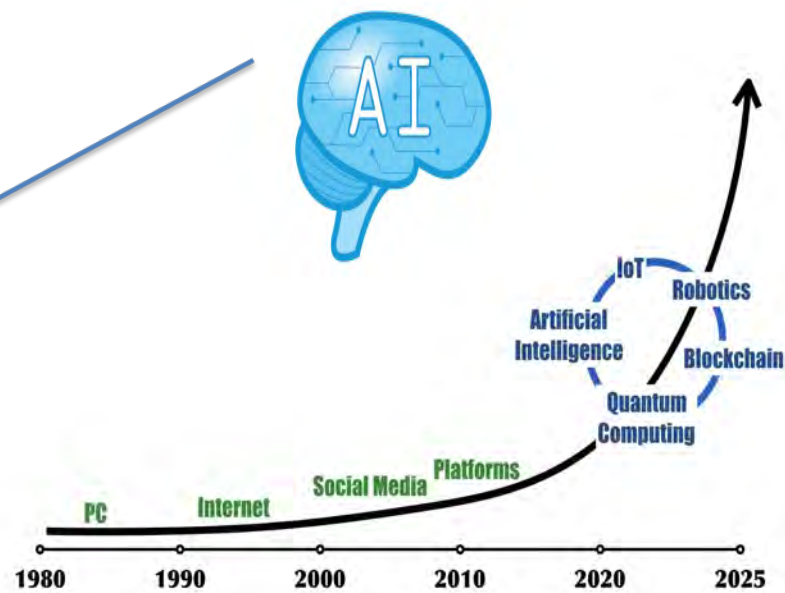
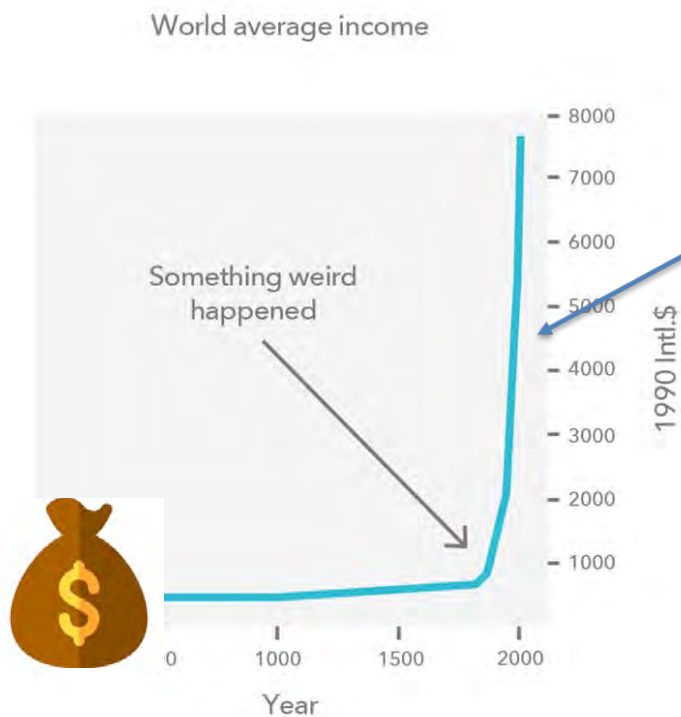
# Umjesto uvoda #3



**Algoritamski gledano ovo su dva ista slučaja, ali ljudski um nije predvidljivi algoritam ...**



# Što nam je već donijela umjetna inteligencija (AI)?



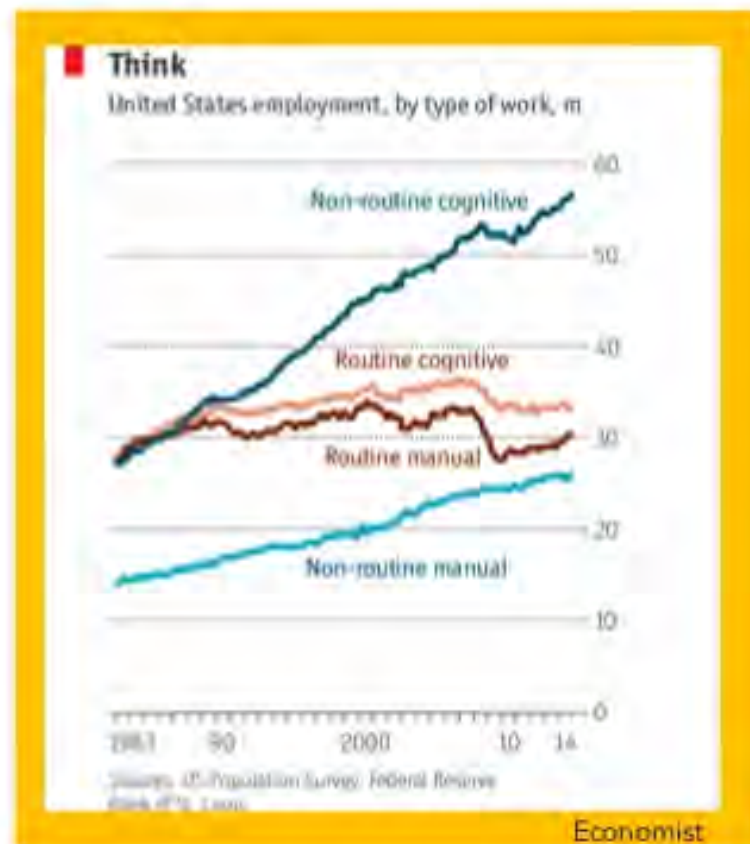
# Što će nam donijeti umjetna inteligencija (AI)?

AUTOMATION HAS BEEN  
CHANGING THE JOB  
LANDSCAPE FOR MANY YEARS

- Over many decades:
  - Routine jobs (manual or cognitive) have declined.
  - Only non-routine jobs have continued to grow. (Source: Economist)
- Now: The most famous study on Job Loss and AI, by Carl Frey and Michael Osborne, predicts that 47% of the workforce is in danger.



**Artificial Intelligence** could automate close to **50%** of jobs in the Western world within the **next two decades**



**Strah od AI-a → pozitivno i/ili negativno?**



# O čemu ćemo danas pričati?

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# Živimo u VUCA svijetu . . . što zahtijeva kontinuirane promjene u pristupu i "adaptabilnom" profesionalizmu

## Volatility gives way to **Vision**

- Have a clear intent, a clear direction that seeks **building an owned future – OUR FUTURE.**

## Uncertainty gives way to **Understanding**

- **Learning by Immersion.** Dive in, stop, listen, understand... help leaders discover new ways of thinking and acting. Intuition.

## Complexity gives way to **Clarity**

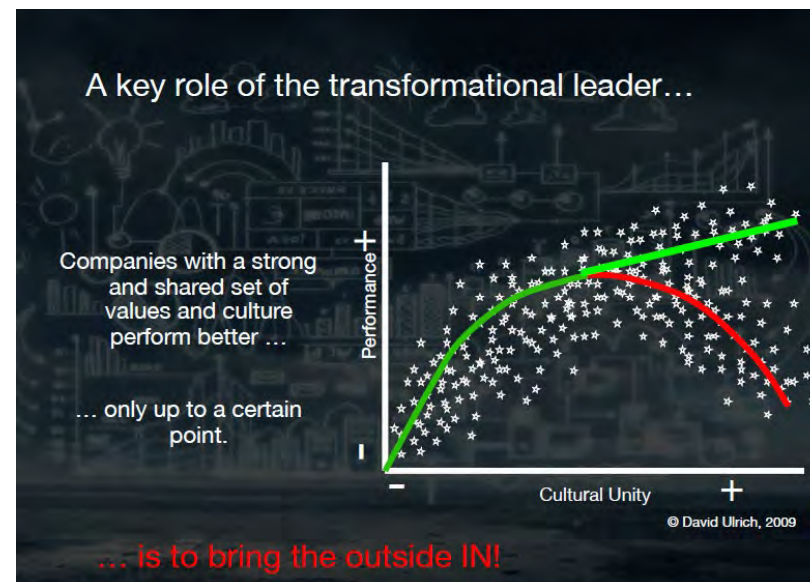
- The VUCA world rewards clarity. There is much confusion and people acknowledge the leader able to **make sense out of the chaos.**

## Ambiguity gives way to **Agility**

- **"Rapid prototyping". "Try hard, fail fast".** The VUCA world rewards networks and communities because they are agile.  
"Wirearchy over Hierarchy"

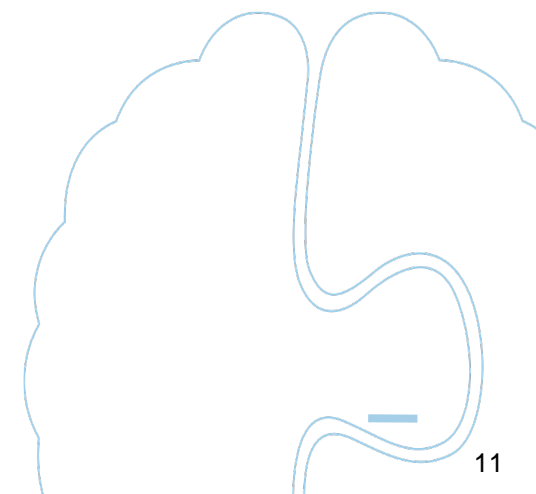
# Transformacija poslovnih organizacija

- **Novo upravljanje/vodstvo je ...**
  - Ne-hijerarhijsko – hijerarhija polako nestaje i ustupa mjesto profesionalnom umrežavanju („wirearchy”)
  - Bazirano na profesionalnim odnosima („relationship – driven”)
  - Kontekstualno
- **Novi zaposlenici se sve više motiviraju ...**
  - Značajem i važnošću projekta, misije, vizije, itd.
  - Osjećajem pripadnosti i zajedništva
  - Autentičnošću ciljeva i osoba
  - Uzbuđenjem stvaranja
- **Od 47 x 47 x 47 (≈ 100,000)**  
→ **do 60 x 50 x 17 (≈ 50,000)**

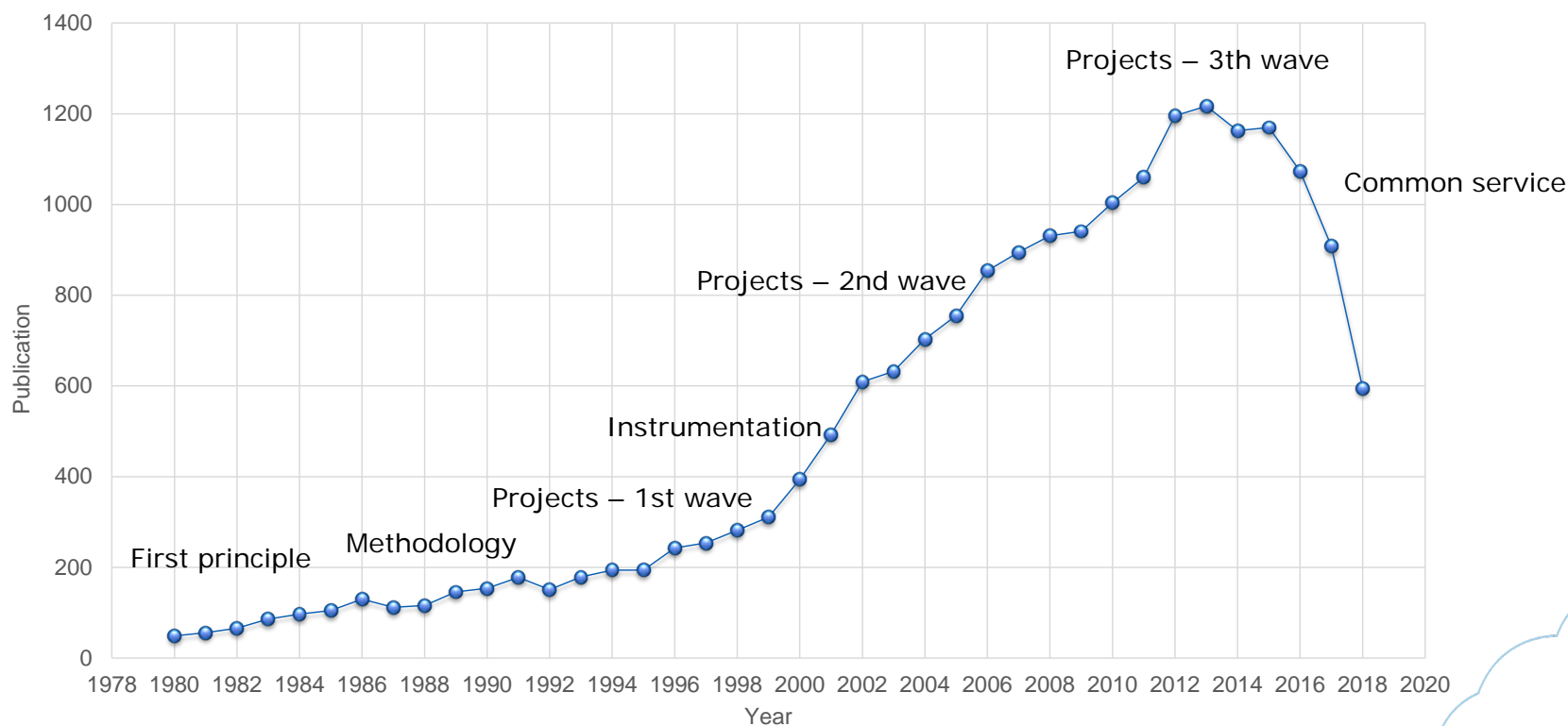


Zaposlenje ≠ posao

Moć ≠ utjecaj

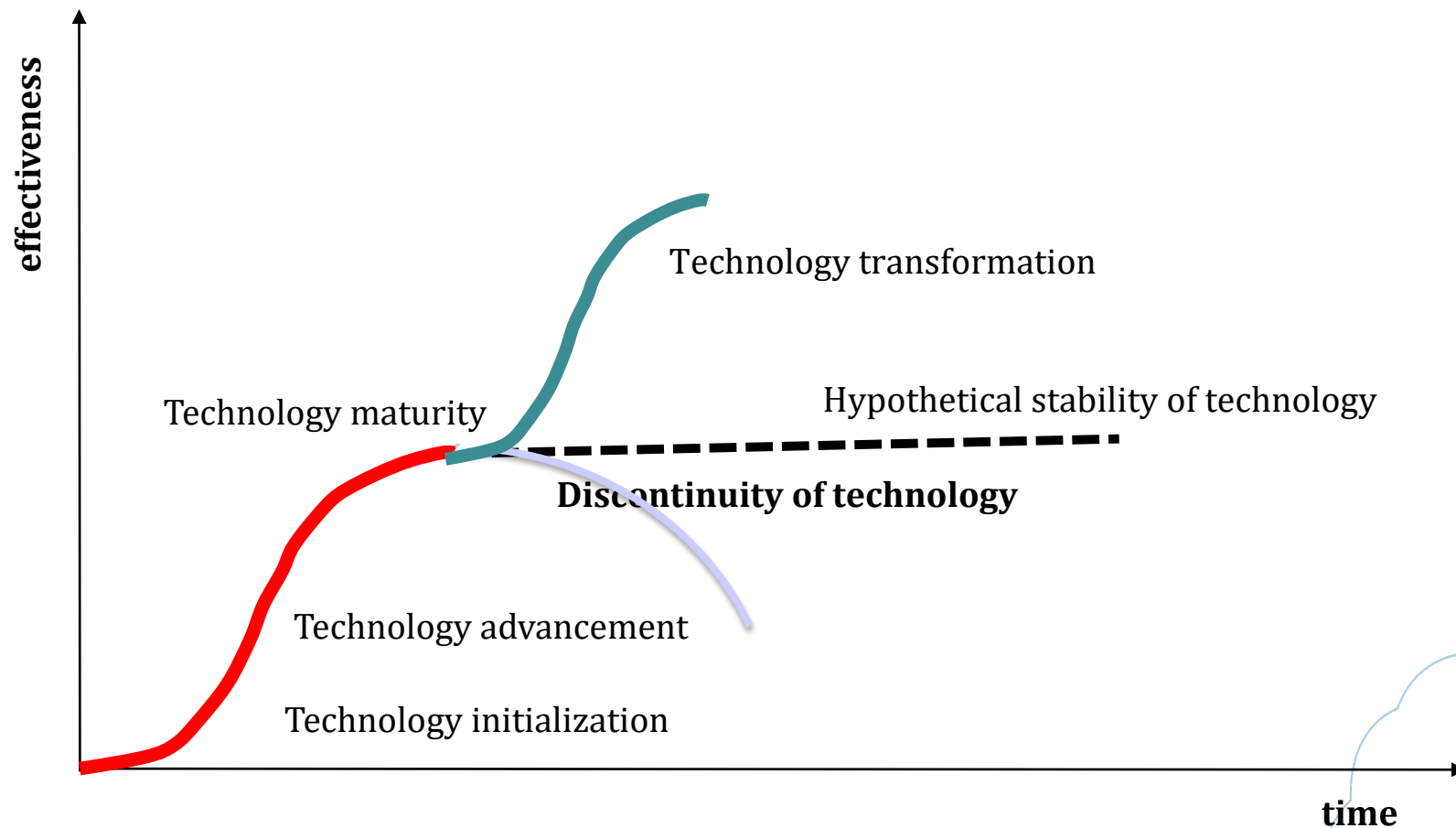


# Obrazovanje – recite nam što vam treba?



**Primjer – broj publikacija o polimorfizmu lijekova**

# Tehnološka i obrazovna transformacija



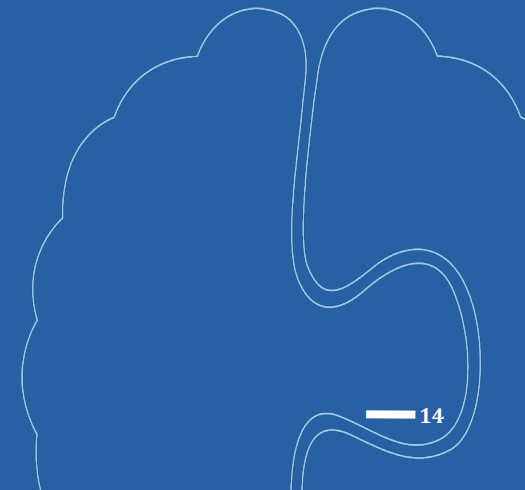
podatci → informacije → znanje → mudrost

# O čemu ćemo danas pričati?

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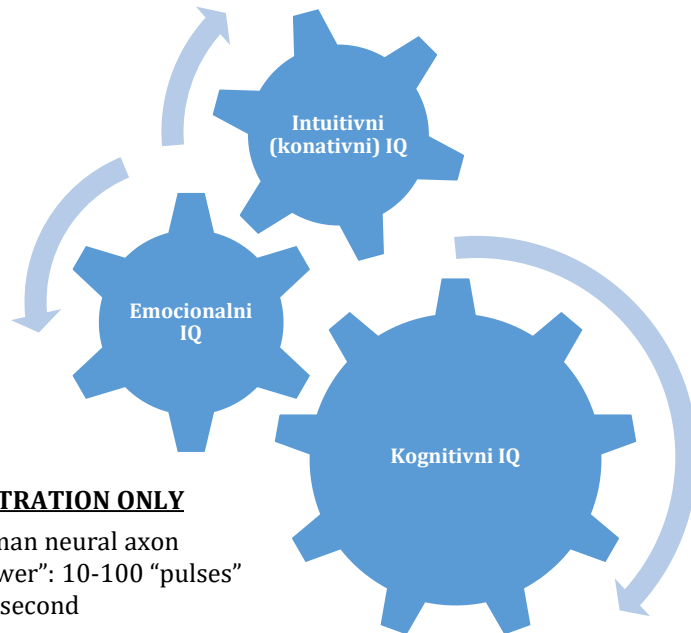


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# Utjecaj AI na radna mjesta u budućnosti

## – izazov ili prilika . . .



### FOR ILLUSTRATION ONLY

- Human neural axon “power”: 10-100 “pulses” per second
- Machine transistor “power”: 1-15 billion “pulses” per second

As for creativity, critical thinking and complex problem solving ***AI may behave in a ways that seem that*** but they're really born of exhaustive enumeration and evaluation of the ***underlying data with very well defined and predictable boundary conditions (for algorithm to work)***. It's not born of real spark of unpredictable creativity, intuition, social perceptiveness, design, team work, etc.

”

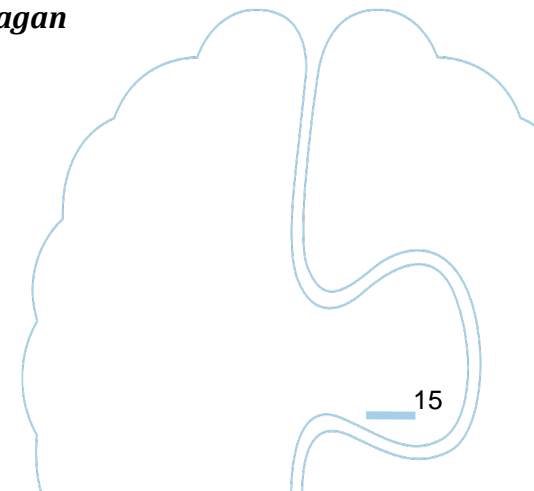
People will forget what you said,  
people will forget what you did,  
but  
people will never forget how you  
made them feel.

”

*Maya Angelou*

Science is a way of thinking  
much more than  
it is a body of knowledge.

*Carl Sagan*



## Top 10 skills

### in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

### in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity

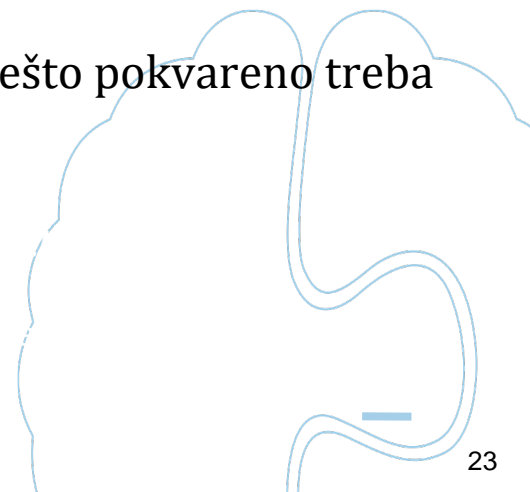
**U integriranom obrazovanju „ZAŠTO” i „KAKO”  
trebaju imati laganu prevagu nad „ŠTO”**

WORLD ECONOMIC FORUM



# Obrazovanje – moja kristalna kugla (1/2)

- ✓ Široko poznavanje znanja u području –interdisciplinarnost s izvrsnim bazičnim znanjem osnovne struke (npr. program u osnovnim školama UK, DK, itd. koji kombinira geografiju, fiziku, kemiju i biologiju, te povijest i zemljopis)
- ✓ Suštinsko poznavanje i razumijevanje područja – osnovni principi, a ne nepotrebni podatci i informacije → "manje je više!"
- ✓ Manje činjenica i informacija, a puno više znanja i povezivanja područja → „stvaranje novoga”
- ✓ Puno više eksperimentalnog i praktičnog iskustva i vještina ("limbčki sustav")
- ✓ Razvijanje samosvjestnosti
- ✓ Razvijanje intuitivnosti
- ✓ Razvijanje kritičnog razmišljanja (propitivanja), kreativnosti i inovativnosti
- ✓ Spremnost na rješavanje „nerješivog problema”
- ✓ Kontinuirano propitivanje konvencionalnog i uobičajenog – "ako je nešto pokvareno treba popraviti, a ako nešto dugo dobro radi to treba razbiti/promijeniti”
- ✓ Rušenje umjetnih granica koje nas sputavaju
- ✓ Gubitak straha od neuspjeha i kritike
- ✓ Razvijanje timskog rada
- ✓ Komunikacija, komunikacija, komunikacija

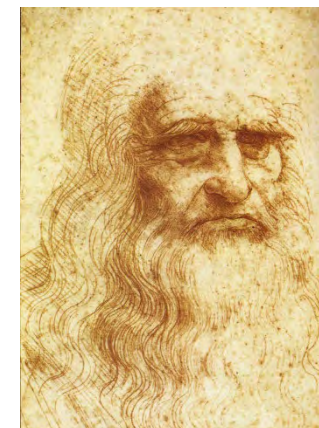


## Više

- Probabilizma
- Holisticizma
- Disruptivnih pomaka i nepredvidljivosti
- Suradnje i poboljšavanja („improve”) → fokus na „I”
- Umrežavanja („wirearchy”)
- Znanja i mudrosti

## Manje:

- Determinizma
- Redukcionizma
- Inkrementalnih pomaka i predvidljivosti
- Natjecanja i dokazivanja („prove”) → fokus na „ILI”
- Hijerarhije
- Podataka i informacija



**Renesansni čovjek**

# Umjesto zaključka – mi ljudi pišemo svoju knjigu budućnosti . . .

**Higijena**  
*19. stoljeće*

**Lijekovi i hrana**  
*20. stoljeće*

**Način razmišljanja**  
*21. stoljeće*



Your beliefs become your thoughts,  
Your thoughts become your words,  
Your words become your actions.

***Mahathma Gandhi***



There are only two days in life when  
nothing can be done:  
One is called yesterday and  
the other one is called tomorrow

***Dalai Lama***



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