AI IS A TOOL,
NOT THE ANSWER

Preparing People, Workplaces & the Workforce

Connecting People, Process & AI

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Today’s conversation — and your guides.

OVERVIEW

Where AI genuinely helps
What employers, people and educators each face
Practical ways to start Monday morning

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Advises employers on HR strategy, talent and the future of work.

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Two perspectives. One practical conversation.

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The question isn’t: “Should we use AI?”

It’s: **HOW SHOULD WE USE IT?**

SAVE TIME

MAKE PEOPLE BETTER

KEEP HUMAN

Where can technology remove friction without removing judgment, trust, or connection?

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Three groups. One challenge.

EMPLOYERS

How do we use AI responsibly and practically?

STUDENTS

How do we build both human and digital skills?

EDUCATORS

How do we prepare people for work that is still evolving?

These are not separate conversations anymore.

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Employers: Automate the task. Not the human.

- Sourcing
- Drafting
- Research
- Documentation
- Administration
- Analysis
- Planning

AI can get us to a stronger first draft faster.

First draft ≠ final decision.

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Where people still matter

JUDGMENT

TRUST

COACHING

LEADERSHIP

RELATIONSHIPS

Those are not inefficiencies. Those are part of leadership.

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A simple test for every AI decision

AUTOMATE

What repetitive task or workflow can we simplify?

AUGMENT

Where can AI help a person become more effective?

PROTECT

What interaction, skill, or responsibility should stay human?

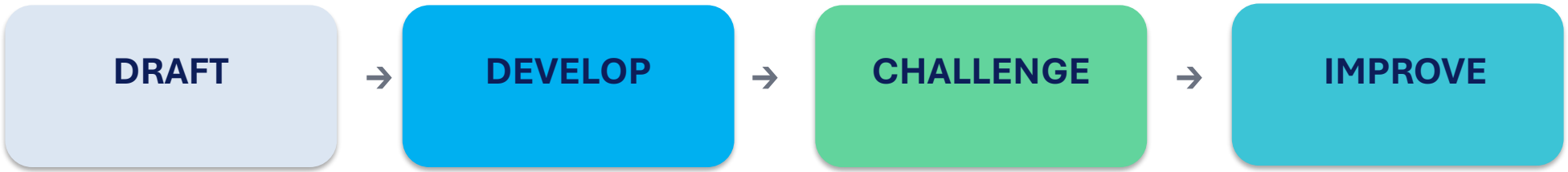
Consider the possibilities.

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Don’t just learn to use AI.

Learn to think with AI.



The goal is not to outsource thinking. It is to strengthen it.

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Don’t ask AI to do your thinking

INSTEAD OF

“Write my resume.”

TRY

“Review my resume as a hiring manager. What is unclear? Where do I need stronger evidence? Ask me five questions that would improve it.”

“Do this for me.” → “Help me get better.”

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What we cannot outsource

THINKING

COMMUNICATING

QUESTIONING

CREATING

CONNECTING

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Educators: We don’t have to predict every job.

We have to prepare

ADAPTABLE PEOPLE.

- **Critical thinking**
- **Communication**
- **Problem solving**
- **Professionalism**

Employers have a responsibility here, too.

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Connect the classroom to the workplace

CLASSROOM ↔ WORKPLACE

- Internships
- Work-based learning
- Career exploration
- Employer partnerships

Career readiness + AI readiness are becoming interconnected.

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The Human Premium

The more technology can do,

the more valuable distinctly human skills become.

Curiosity	**Judgment**	**Empathy**	**Creativity**	**Leadership**	**Trust**

Technology can become the baseline. Human capability becomes the differentiator.

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AI IS A TOOL,
NOT THE ANSWER.

**Use technology to make people more capable —
not people less necessary.**

The goal is not AI everywhere.
The goal is better work, better people, and better decisions.

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Your one next step

AUTOMATE	What can I simplify?
AUGMENT	Who can become more effective?
PROTECT	What needs to remain human?
DEVELOP	What skill needs strengthening?
CONNECT	Who needs to be part of this conversation?

What will you do differently Monday?

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Questions?

What's on your mind? Let's keep the conversation going.

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Thank you!

AI is a tool - people are still the answer.

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