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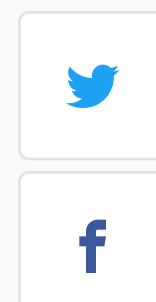
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Jun 11, 2018 Issue #5 - Chiron is that you? The Rise of the Talent Centaur

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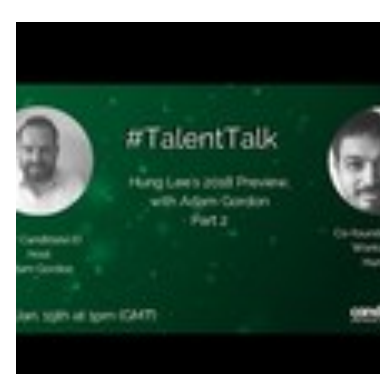


**Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant)**  
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All Greek to me? 1983's [Mr. Roboto](#) "My heart is human, my blood is boiling, my brain I.B.M." was the precursor to the Talent Centaur: mega-horsepower combined with intuition. In this issue, we dive into the topic. Not out of fear of what [machine learning \(sticklers say we don't have AI yet\)](#) replaces in terms of jobs, but what the overall benefits are and the imperatives for learning & development to build-up the capabilities we need to be able to do great "judgment work". The "judgment work" focusing on "why?", "how?" and "what if?" more than the questions "what?", "who?" and "when?".

**#TalentTalk Hung Lee's 2018 Preview, with Adam Gordon Part 2 - YouTube**

To kick-off, [Adam Gordon](#), [Hung Lee](#), [Danny Hodgson](#), [Bill Boorman](#) and yours truly, [Liz Lembke](#), came together to talk talent predictions for 2018. At around minute 24, we delve into the topic of the Centaur worker and Hung gives a great definition of the concept.



BTW: if you do not already subscribe to Hung's awesome [recruitingbrainfood](#) newsletter, you definitely should!  
[www.youtube.com](#)



**No, artificial intelligence won't steal your children's jobs – it will make them more creative and productive**

Taking us through the loop from 1955 to where we are now in terms of learning and leading for the future. There are some great conversation starters for sure to be found in here.

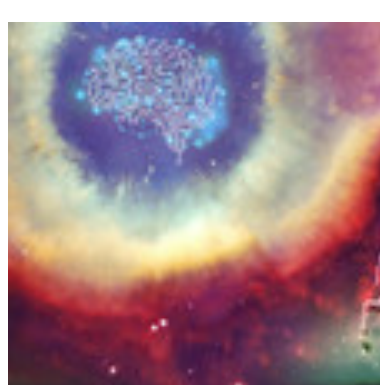
[theconversation.com](#)

**Future of Work: 3 steps you need to take to build an AI-savvy workforce**

On the business side: Are you ready to compete as artificial intelligence meets human ingenuity to create the future of work? *Well?* Recommendations from Ryan Shanks from Accenture to question what you are doing now and what you need to be doing.



[www.siliconrepublic.com](#)



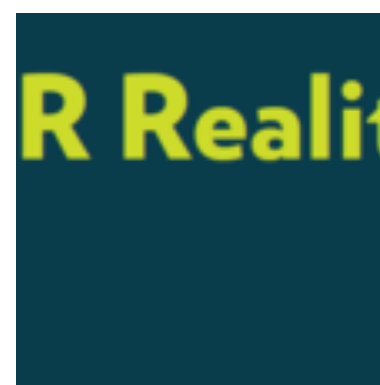
**How To Become A Centaur**

Can it be a win-win (*sorry: non-zero sum never made sense to me*)?The old story of AI is about human brains working against silicon brains. The new story of IA will be about human brains working with silicon brains. This article looks into how to get the horsepower of computing with the intuition and creativity of people.

[jods.mitpress.mit.edu](#)

**HR Realities Research | Fosway Group**

I am a big fan of the helpful insights and research coming from the Fosway group. They showcase what we in Talent, Learning, and HR need to focus on to enable great places to learn, work, thrive and be successful in. Which, at the end of the day, makes for better, more robust and successful companies. I recommend downloading the slides from UNLEASH on the Future of Work.



[www.fosway.com](#)

**Skill shift: Automation and the future of the workforce | McKinsey & Company**

Demand for technological, social and emotional, and higher cognitive skills will rise by 2030. The challenge is: How will workers and organizations adapt? Here are some good research insights that help foster asking the right questions of your organization.

[www.mckinsey.com](#)



**The Three Breakthroughs That Have Finally Unleashed AI on the World | WIRED**

This is a bit bizarre to read - this article was written in 2014 and many of the breakthroughs showcased are so commonplace in 2018, that we don't really think about how they came to be. Why? Because the tech made our lives more comfortable and accessible.

[www.wired.com](#)

I saw [this](#) differentiation on Quora that I really liked: "*Inquisitive: Being curious in an intellectual sense. Acquisitive: Being curious for ideas and information for reasons other than just intellectual.*"

*With that:* What are your thoughts on the future of work?

All my best,

Liz

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Elizabeth Lembke, Transforming Talent Consulting: [www.transformingtalent.co](#) and [www.transformingtalent.de](#)

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