

# Digital Transformation: istruzioni per l'uso

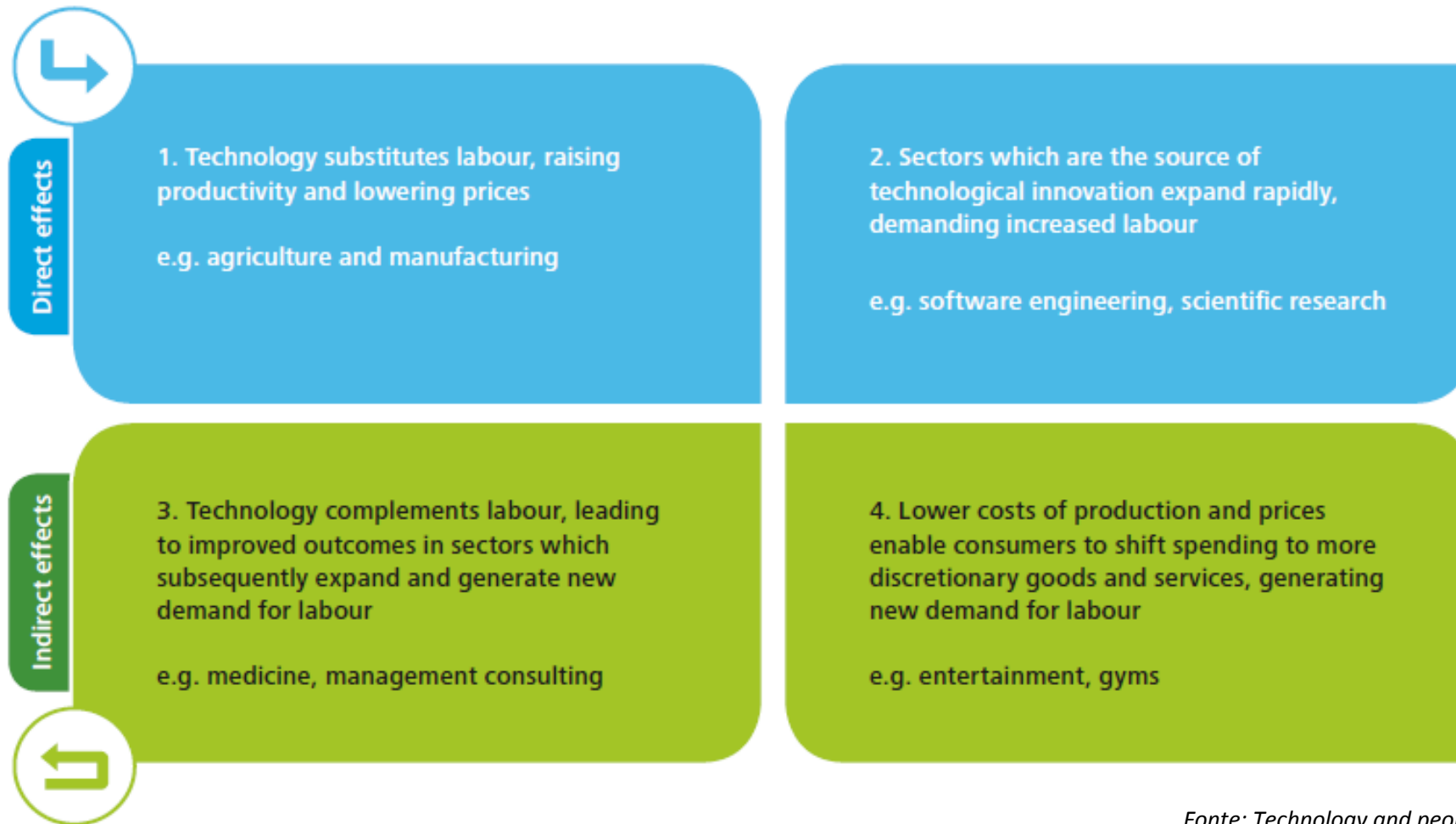


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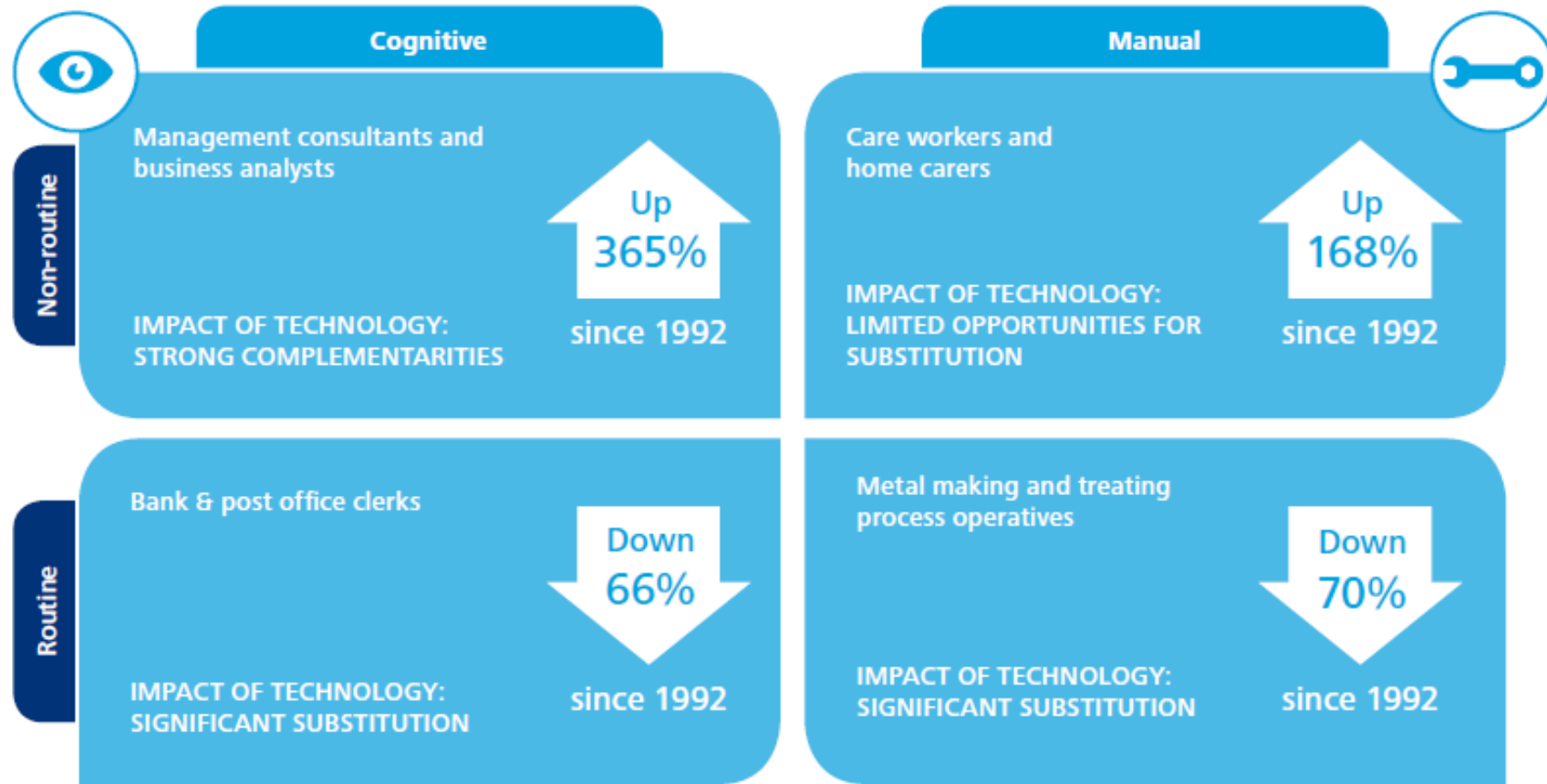
# Impatti della tecnologia sul lavoro



Fonte: *Technology and people: the great job-creating machine*



# trasformazione delle professioni



Fonte: *Technology and people: the great job-creating machine*



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# La richiesta di professioni nel 2022

emerging  
roles,  
global  
change  
by 2022

133  
Million

## Top 10 Emerging

1. Data Analysts and Scientists
2. AI and Machine Learning Specialists
3. General and Operations Managers
4. Software and Applications Developers and Analysts
5. Sales and Marketing Professionals
6. Big Data Specialists
7. Digital Transformation Specialists
8. New Technology Specialists
9. Organisational Development Specialists
10. Information Technology Services

declining  
roles,  
global  
change  
by 2022

75  
Million

## Top 10 Declining

1. Data Entry Clerks
2. Accounting, Bookkeeping and Payroll Clerks
3. Administrative and Executive Secretaries
4. Assembly and Factory Workers
5. Client Information and Customer Service Workers
6. Business Services and Administration Managers
7. Accountants and Auditors
8. Material-Recording and Stock-Keeping Clerks
9. General and Operations Managers
10. Postal Service Clerks

Fonte: Future of Jobs Report 2018 - WEF



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Sundar Pichai  
**CEO Google**

*Launching Job Training Initiative of \$ 1B (Oct-17)*

“AI is one of the most important things humanity is working on. It is more profound than electricity or fire.”

The nature of work is fundamentally changing, and that is shifting the link between education, training and opportunity.



Jason Furman  
President Obama's top economic adviser  
*Professor at Harvard*

“As new technologies come, they destroy jobs and they create jobs. And I don’t see that [job destruction] in the data, because, in fact, productivity growth is lower now than it used to be—which is to say, there are fewer machines taking humans’ jobs rather than more. So I don’t think we’re in some brand-new era of change”

# l'impatto dell'intelligenza artificiale sul lavoro.

(grado medio di accordo con le affermazioni: max 4 - min 1)

ho il desiderio personale di acquisire maggiori competenze digitali per garantire la mia occupabilità in futuro

penso sia responsabilità del mio datore di lavoro offrirmi la formazione necessaria per acquisire competenze nel campo digitale

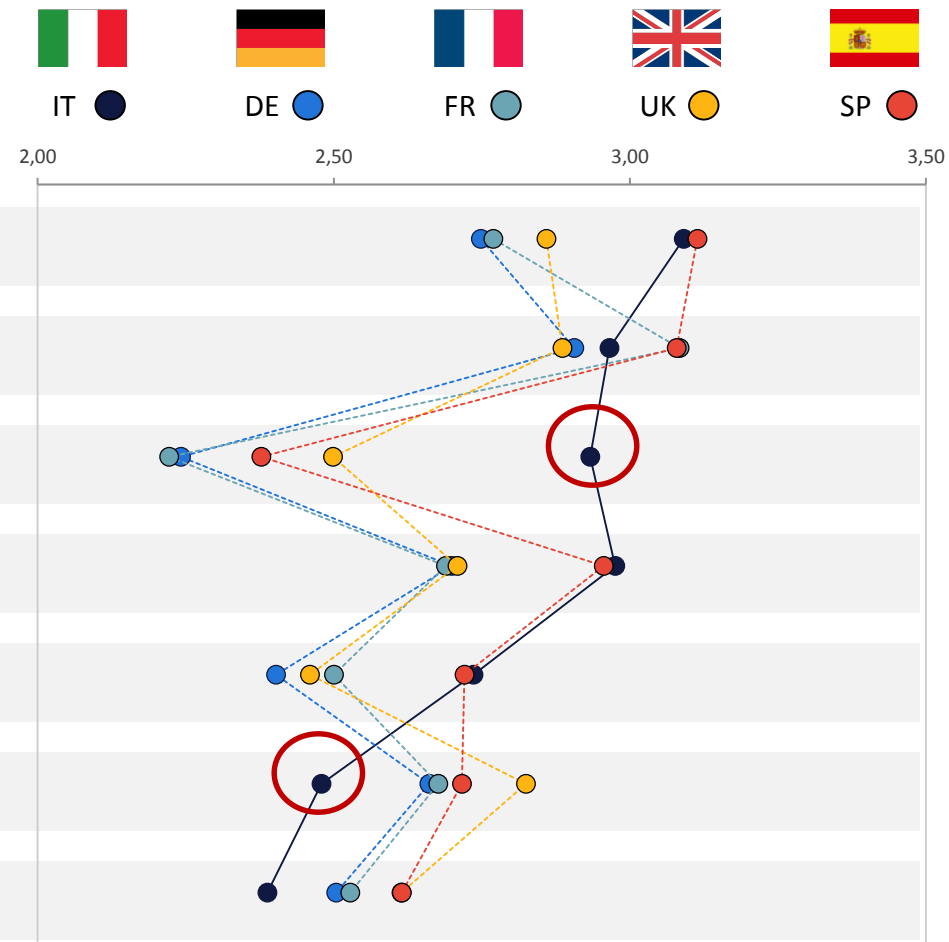
mi sento obbligato a sviluppare le mie competenze per restare al passo con gli sviluppi digitali

considero il crescente impatto della tecnologia sul mio lavoro come un'opportunità

penso che l'automazione, la robotica e l'intelligenza artificiale influenzeranno positivamente il mio lavoro nei prossimi 5 - 10 anni

penso che le scuole e le università attualmente forniscano agli studenti il giusto tipo di competenze digitali per prepararli al loro futuro nel mondo del lavoro

la digitalizzazione, ovvero il passaggio a un ambiente lavorativo e professionale più digitale, richiede una serie di competenze diverse da quelle che possiedo attualmente






Fonte: Randstad Workmonitor








pymetrics uses artificial intelligence and neuroscience to sort candidates to the best job fit

Your Top 3 Traits

<p>Effort with Low Chance of Success 99 %</p>  <p>info · view</p>	<p>Learning from Feedback 94 %</p>  <p>info · view</p>	<p>Risk Preference for High Risks 92 %</p>  <p>info · view</p>
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Your Top 3 Careers

<p>Software Development 99% fit <b>match</b></p>  <p>view · companies · jobs</p>	<p>Product Development 93% fit <b>match</b></p>  <p>view · companies · jobs</p>	<p>Entrepreneur 92% fit <b>match</b></p>  <p>view · companies · jobs</p>
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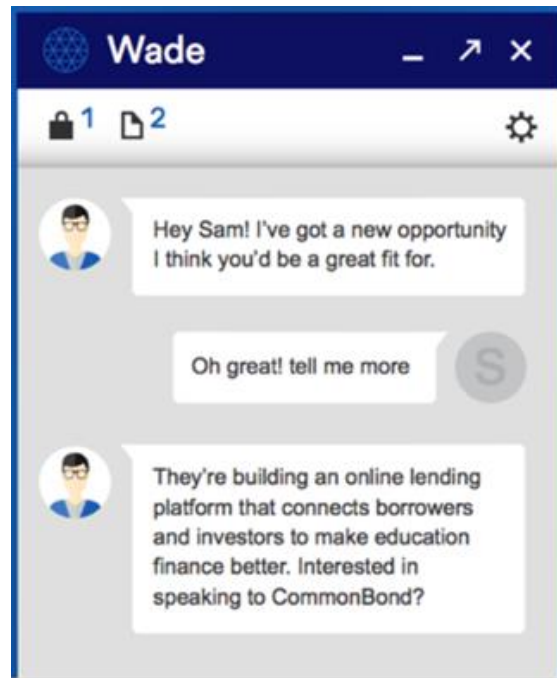
20 short games (1-2 minutes) assess cognitive and personality profile of candidates

measuring 90 cognitive and emotional traits beyond education and background

various use-cases for sourcing, matching, candidate engagement or internal mobility



Wade&Wendy has developed a fully-automated chatbot to interact with candidates/clients using A.I.

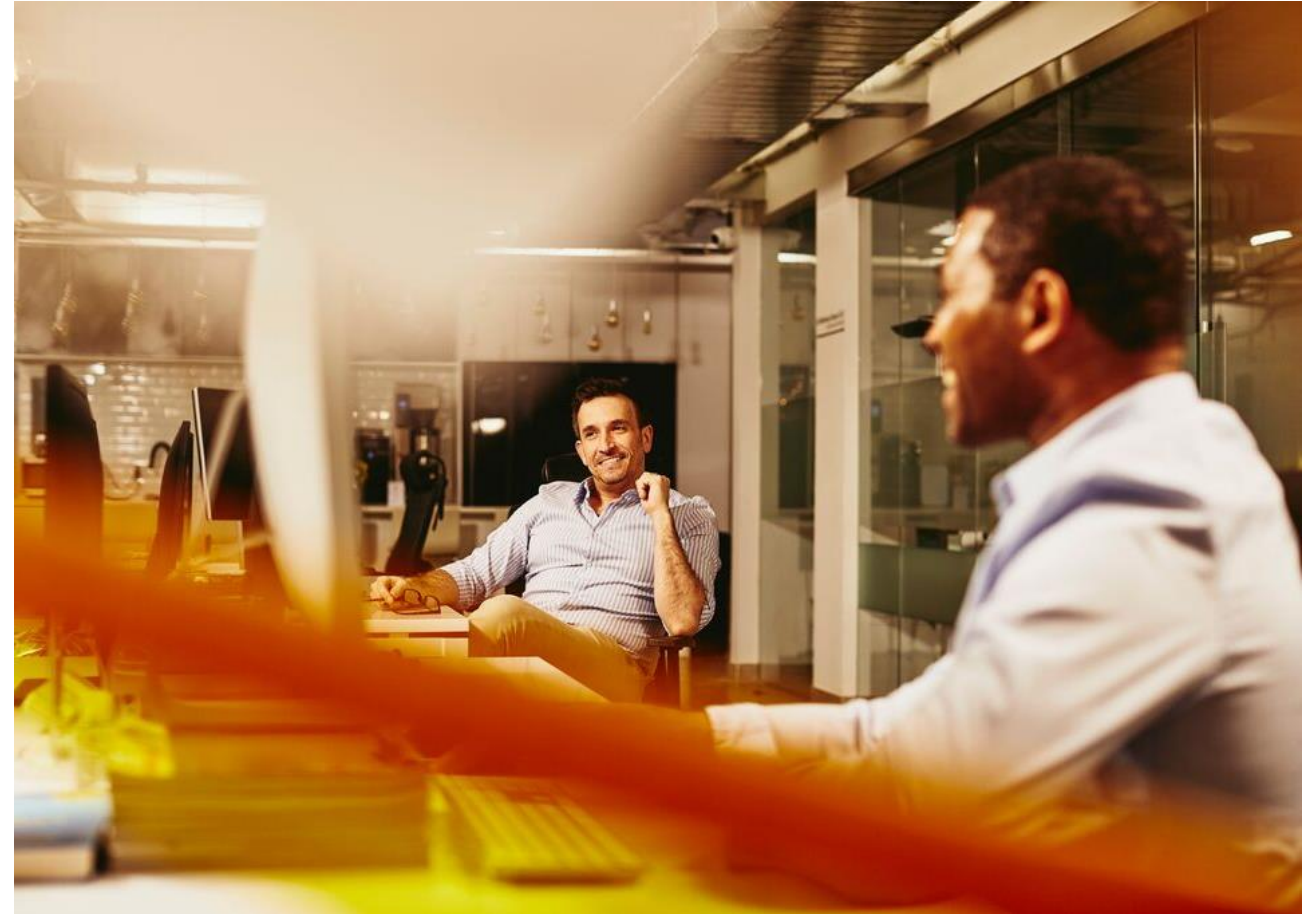
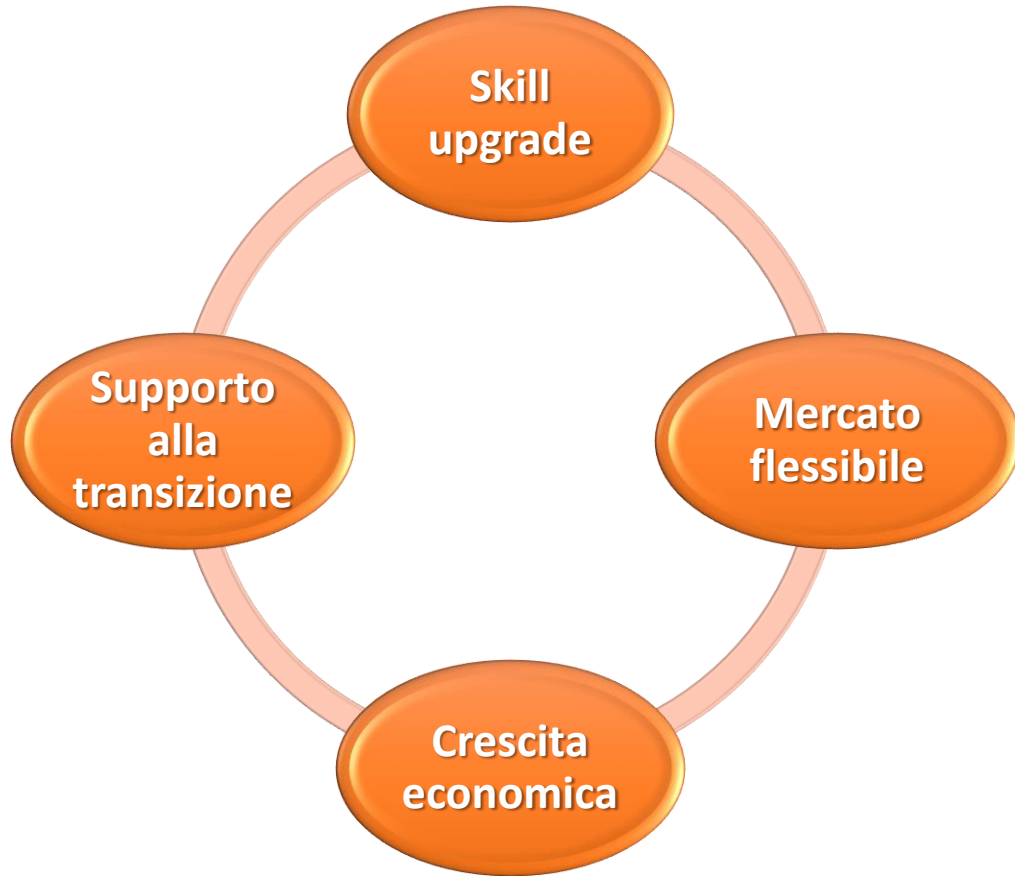


*Wade* can guide applicants through job opportunities

*Wendy* can assist hiring managers build their teams

W&W trigger the most comprehensive conversations around job opportunities

# I pilastri per la trasformazione



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