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Technology is no longer the domain of the few, but the province of the many. Those who win in the next phase of the digital economy are not necessarily those who can create the new machines, but those who figure out what to do with them.

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By Lior Gazit, Memorial Sloan-Kettering Cancer Center

The future is happening and machines are leading the way for us. These are opportunistic times and the means necessary to seize this opportunity do not discriminate. You don't need to belong to a specific gender or race, and your physical strength is irrelevant. Everyone can read, learn, and adapt. The future will serve us better, keep us safer, and make us healthier.

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By Roy Altman, Memorial Sloan Kettering Cancer Center

Although technology advances at revolutionary rates, human nature progresses at glacial, evolutionary rates. Many of humanity's problems won't be solved by advanced technology. Technology is a tool, which can be used to make life better or to manipulate and oppress others. Managing advanced technology is a tremendous burden; it is, in effect, managing the future of humankind.

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By AI Adamsen, Talent Strategy Institute

The workforce of the future cannot be thought of independently from those other people, those other entities, and those other things (robots, AI, etc.) doing work on behalf of an organization. All of them affect the employee experience, the organization's culture, its brand, and its overall efficiency, effectiveness, and success.

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Cognitive capabilities can further advance the evolution of HR by expanding human expertise and improving employee experience. This study explores how key functions of HR can benefit from cognitive solutions, and highlights companies that are already leveraging cognitive capabilities to strengthen the employee experience and improve HR service delivery.

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By John Sumser, HR Examiner

The age of human-machine integration is in its infancy. It is inevitable. In the transition, it is important that we move forward carefully with a clear picture of the risks and ethical issues. This article discusses these issues in detail and is a worthy starting point if you are considering the utilization of intelligent machines in your HR/Operations processes.

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By Freddye Silverman, Silver Bullet Solutions

One of the most critical factors in selection and deployment of any HR system now is the employee experience. It is expected to match or beat the consumer experience we have at home, both in ease and timeliness. Artificial intelligence, chatbots, virtual reality, drones, and holographs – all of these will contribute to an incomparable and highly personalized user experience. Take that, Amazon!

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May the Bots be with you: RPA for HR

By Katherine Jones, Ph.D., Mercer

With the current emphasis on artificial intelligence in HR today as only the beginning, the ability to increasingly automate repetitive, transactional tasks will free professionals to address more strategic activities.

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