

Shaping the Human Future in era of AI



'I'm too tired
to learn.'





We are
facing
skills crisis

1.

Chasing wrong skills

2.

Burnout as killer

3.

New skills currency

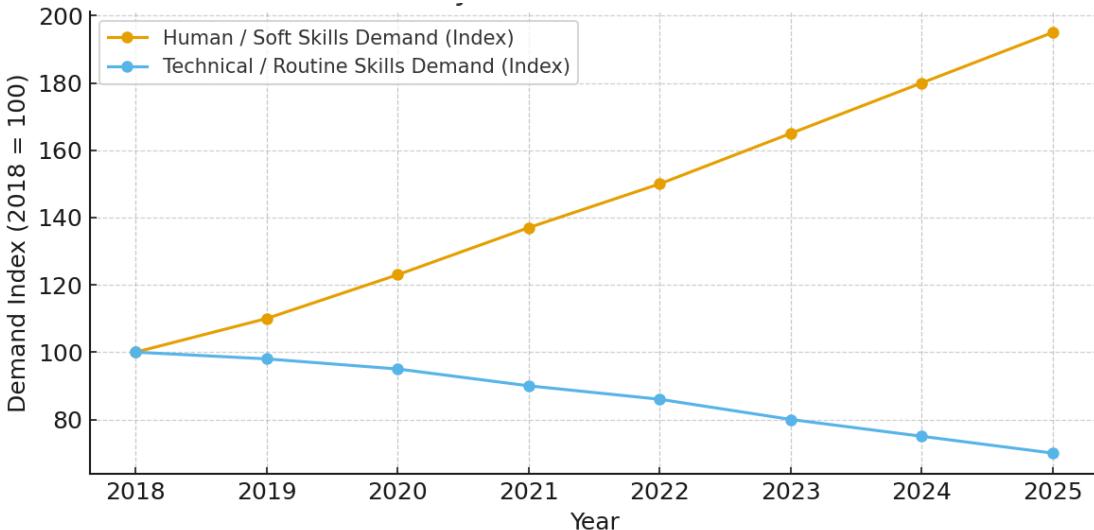


1.

Chasing wrong skills



Investment paradox



Human skills learning spent

33,4 billion USD

from total learning spent

395,2 billion USD

„The more digital we become,
the more human we need to be.“

2.

Burnout as killer



Burnout kills learning and performance

300
billion
USD

1 in 3

Highest
amongst
high
performers

„We are training exhausted people to run even faster.“

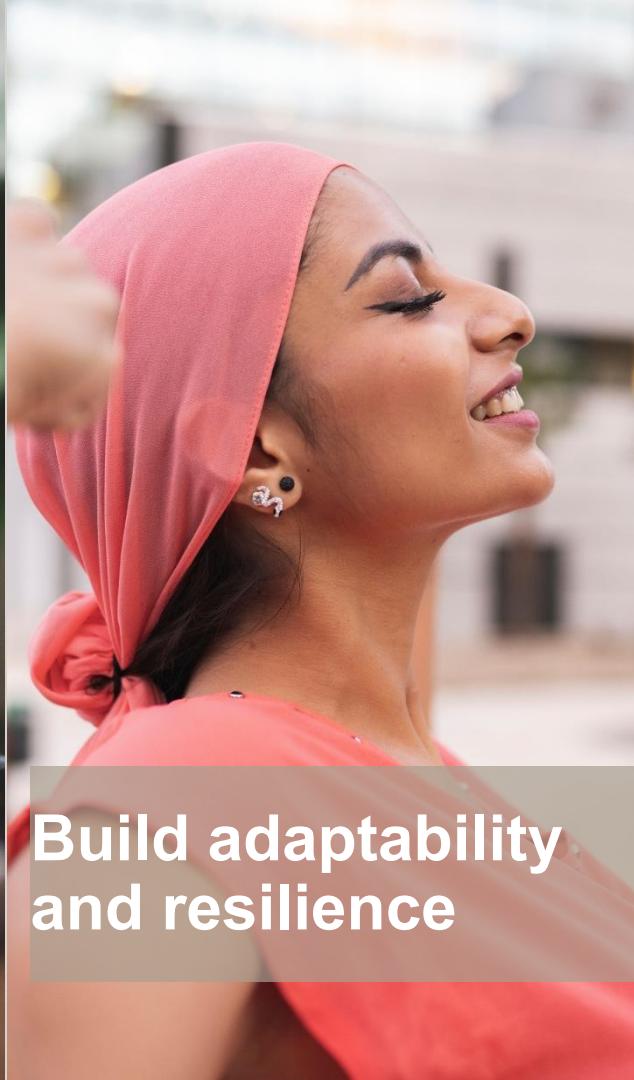


3.

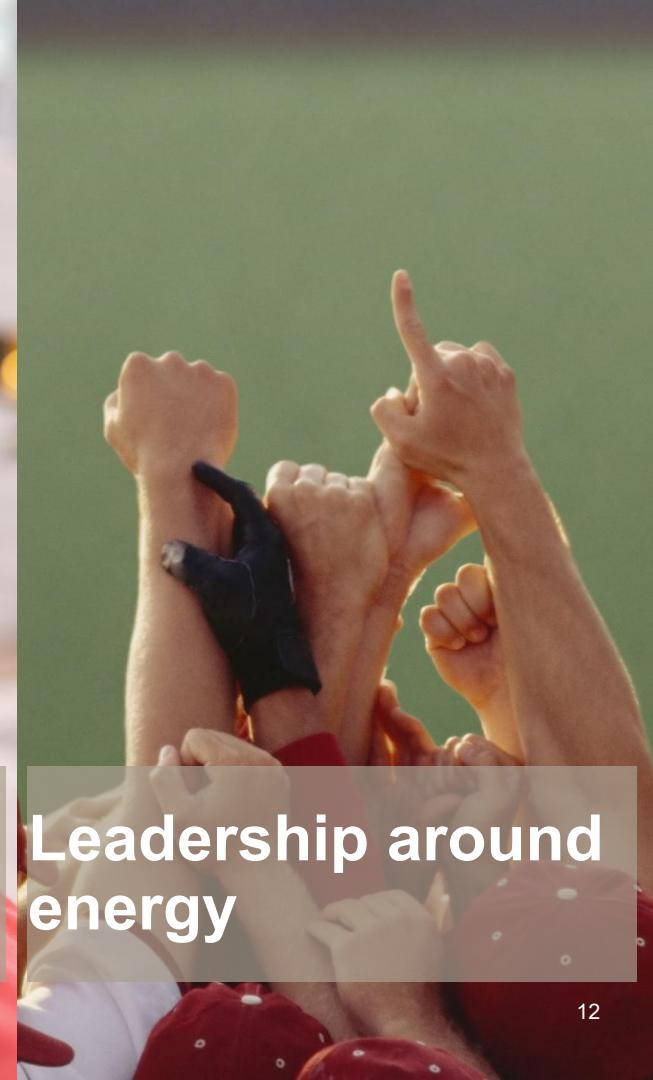
New skills currency



**Psychological
safety as
infrastructure**



**Build adaptability
and resilience**



**Leadership around
energy**



Five things to start tomorrow



Run a capacity audit



Rebalance investments: tech vs human



Add psychological safety metrics



Give teams recovery time



Celebrate sustainable performance

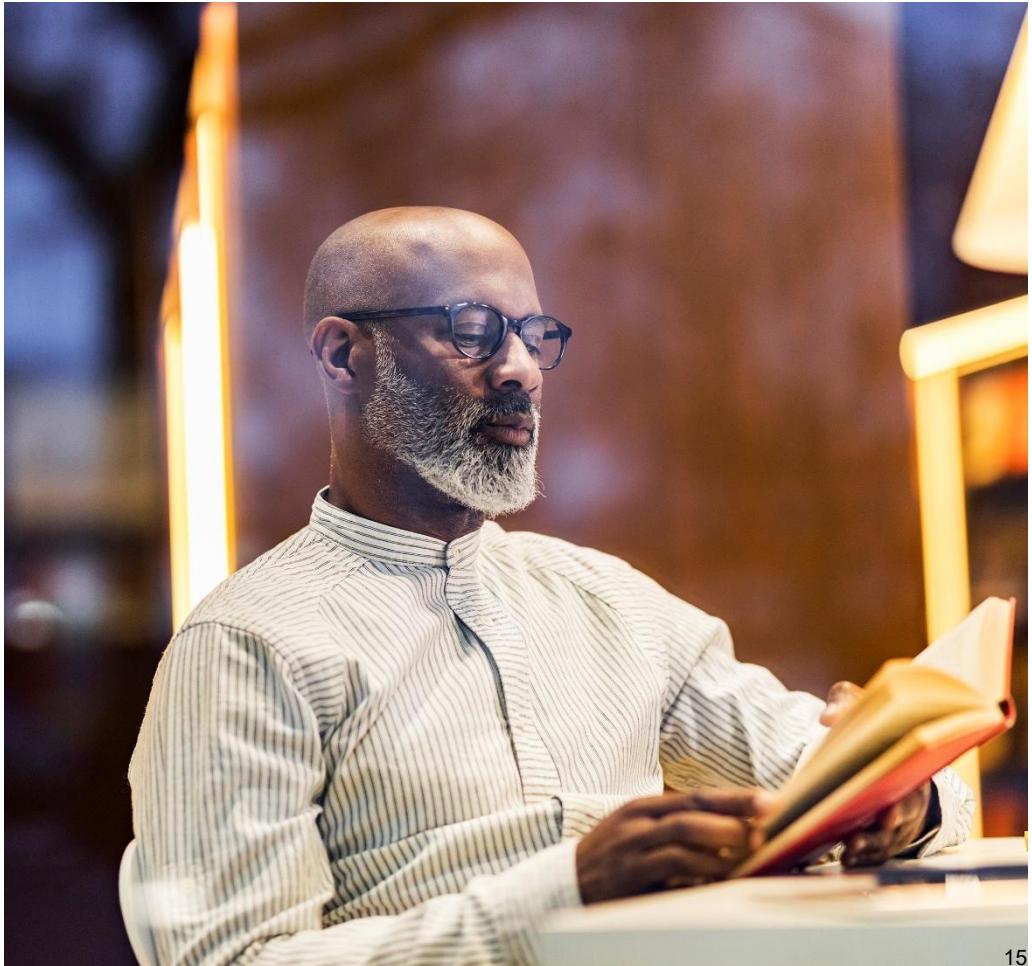
Case A

- Global software firm paused new training to **focus first on capacity**
- Week one focused on **energy, focus & psychological safety**, not AI skills
- Introduced “**no-meeting days**” and **leader check-ins on focus**
- Result: reclaimed **thousands of deep-work hours** and learning adoption up **10–15%**



Case B

- Remote-first tech company changed upskilling to **human capacity growth**
- Shifted to **asynchronous collaboration & shorter meetings**
- Added **recovery rituals** (quiet hours, reflection Fridays, empathy check-ins)
- Outcomes: **higher morale**, stronger **retention intent**, **improved engagement**



“Leadership in the AI age
means
building human capacity”