

# THE GEEK

The Radical Mindset Transforming

the Future of Business

# WAY



NEW YORK TIMES BESTSELLING AUTHOR

ANDREW McAFEE

## *Bad News, Good News on Talent*

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and Workhelix

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# **Bad News**

**“The pace of change has never been this fast, yet it will never be this slow again.”**

**- Justin Trudeau, 2018**

**Business Cycle**  
**External Shocks**  
**Geopolitics**  
**Tech Progress**

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External Shocks  
Geopolitics  
Tech Progress



## ECONOMY

# Economists are divided on the risk of a U.S. recession. And the jobs data isn't helping

PUBLISHED MON, SEP 5 2022 • 1:28 AM EDT



**Jenni Reid**



## KEY POINTS

- Academics and analysts have told CNBC a recession is everything from inevitable to unlikely over the last month.

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Pew Research Center

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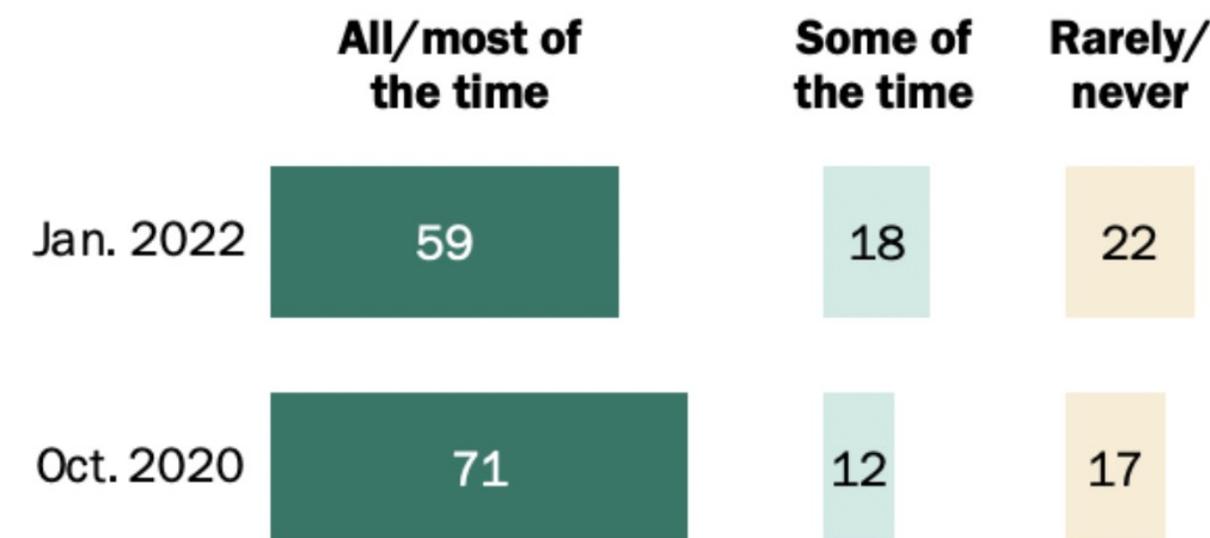
PEW RESEARCH CENTER | FEBRUARY 16, 2022



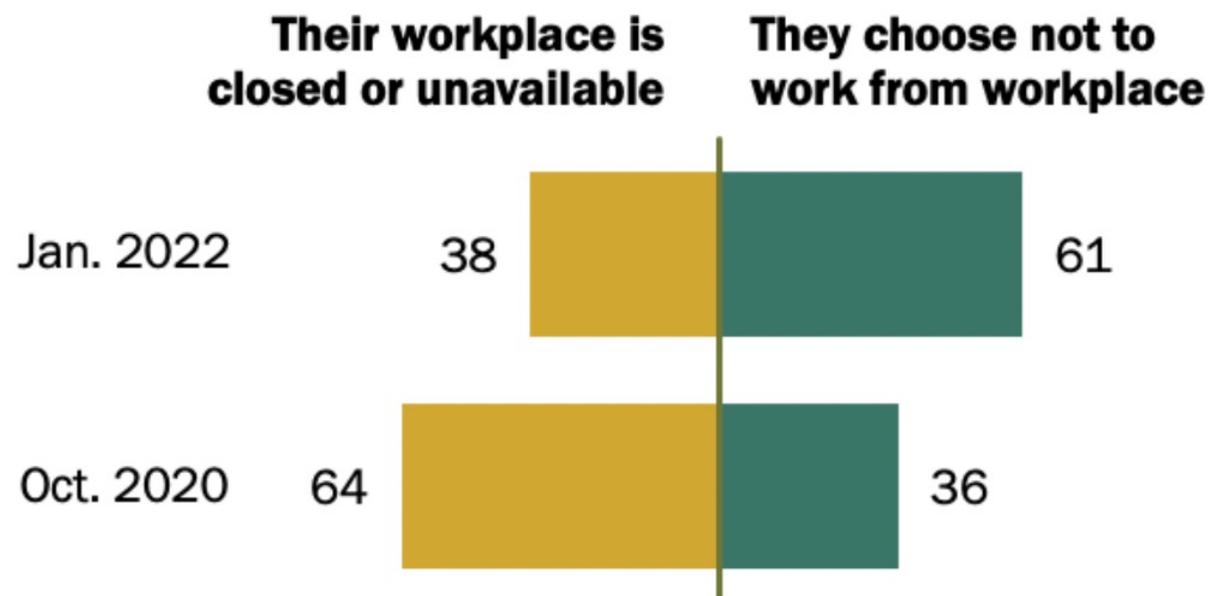
# COVID-19 Pandemic Continues To Reshape Work in America

## Majority of workers with jobs that can be done from home are teleworking, even as more workplaces have become available

*Among employed adults who say, for the most part, the responsibilities of their job can be done from home, % saying they are currently working from home ...*



*Among employed adults with a workplace outside their home who are working from home all or most of the time, % saying they are doing so because ...*



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WHAT TO KNOW

ZELENSKY

NATO

PUTIN

WEAPONS

WORLD

# Russia's War in Ukraine to Cost Global Economy \$2.8 Trillion, OECD Says

Research body says loss of output could be larger if Europe faces energy shortages during a severe winter

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Chinese economy

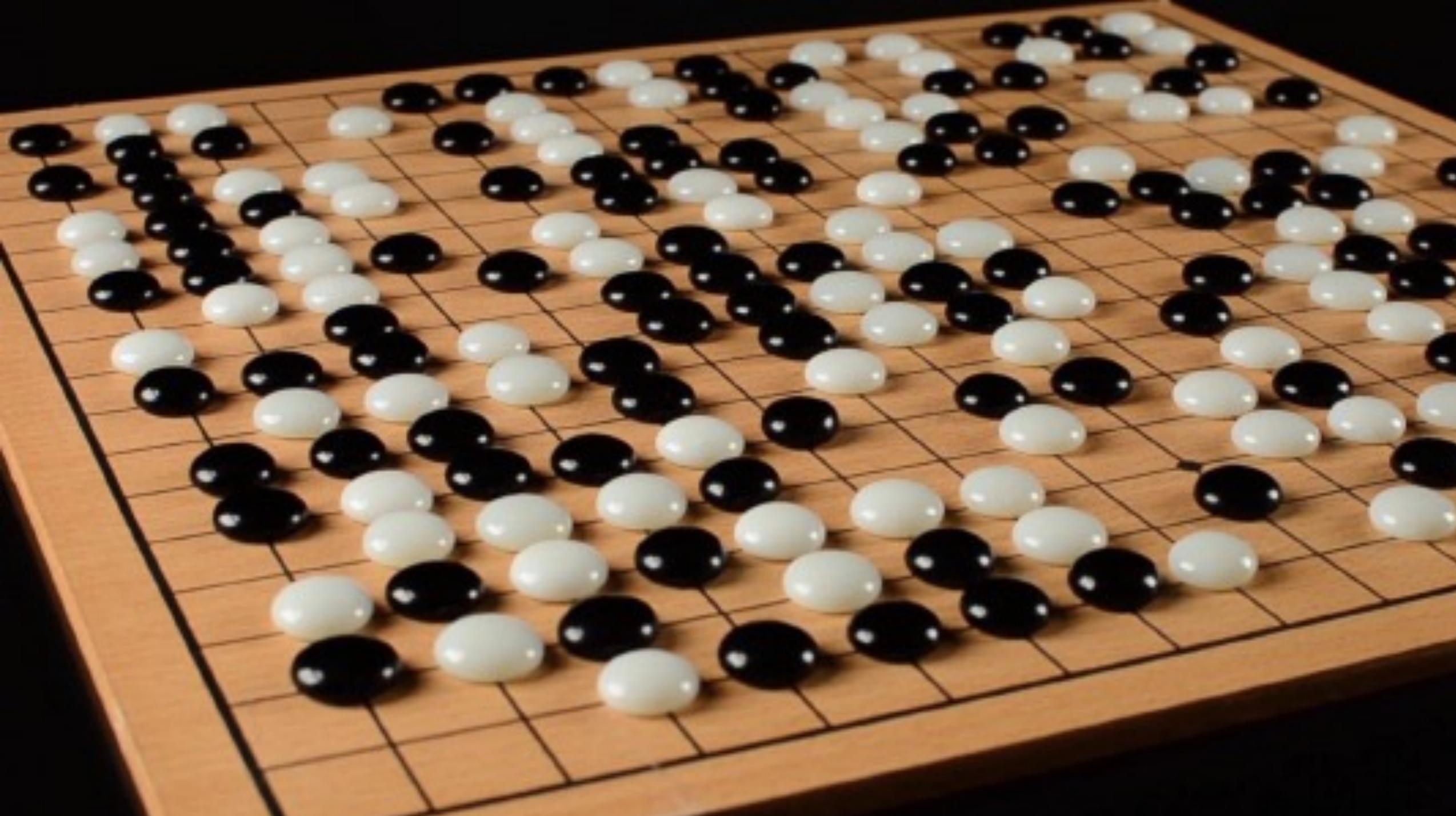
+ Add to myFT

## China growth to fall behind rest of Asia for first time since 1990

World Bank is latest financial institution to slash Chinese economic forecast



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# The Mystery of Go, the Ancient Game That Computers Still Can't Win

BY ALAN LEVINOVITZ 05.12.14 | 6:30 AM | PERMALINK

[f Share](#) 10.3k [T](#) Tweet 2,508 [g+](#) 1.3k [in Share](#) [Pin it](#) 24



**'I'LL SEE A MOVE AND BE SURE IT'S THE RIGHT ONE, BUT WON'T BE ABLE TO TELL YOU EXACTLY HOW I KNOW. I JUST SEE IT.'**

The trouble is that identifying Go moves that deserve attention is often a mysterious process. “You’ll be looking at the board and just know,” Redmond told me, as we stood in front of the projector screen watching Crazy Stone take back Nomitan’s initial lead. “It’s something subconscious, that you train through years and years of playing. I’ll see a move and be sure it’s the right one, but won’t be able to tell you exactly how I know. I just see it.”

**“We know more than we can tell”**

- Michael Polanyi

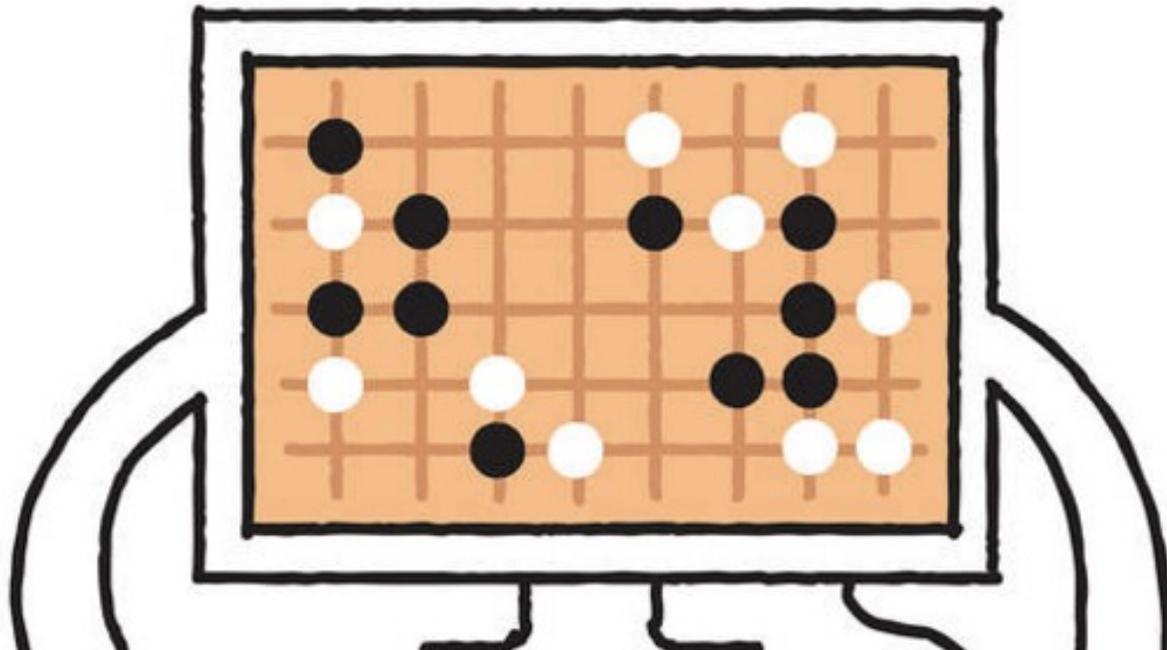
By **CHRISTOPHER CHABRIS**

Dec. 30, 2015 11:37 a.m. ET

[LIFE](#) | [IDEAS](#) | [ESSAY](#)

## Why Go Still Foils the Computers

Facebook and Google are working to enable computers to play Go, an especially complex game that dates back more than 2,500 years



# Google's AlphaGo AI beats Lee Se-dol again to win Go series 4-1

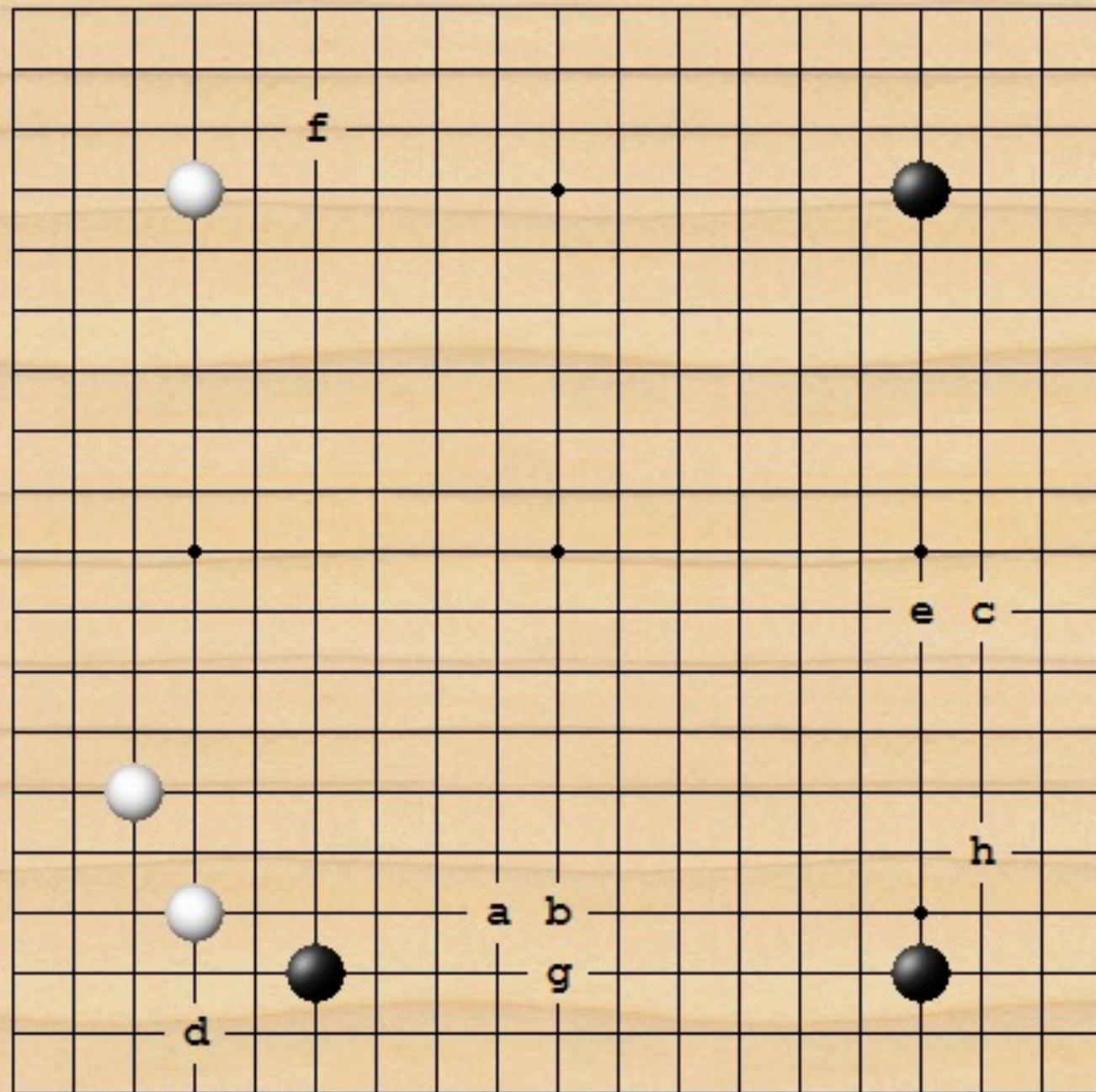
By **Sam Byford** on March 15, 2016 05:00 am [✉ Email](#) [🐦 @345triangle](#)



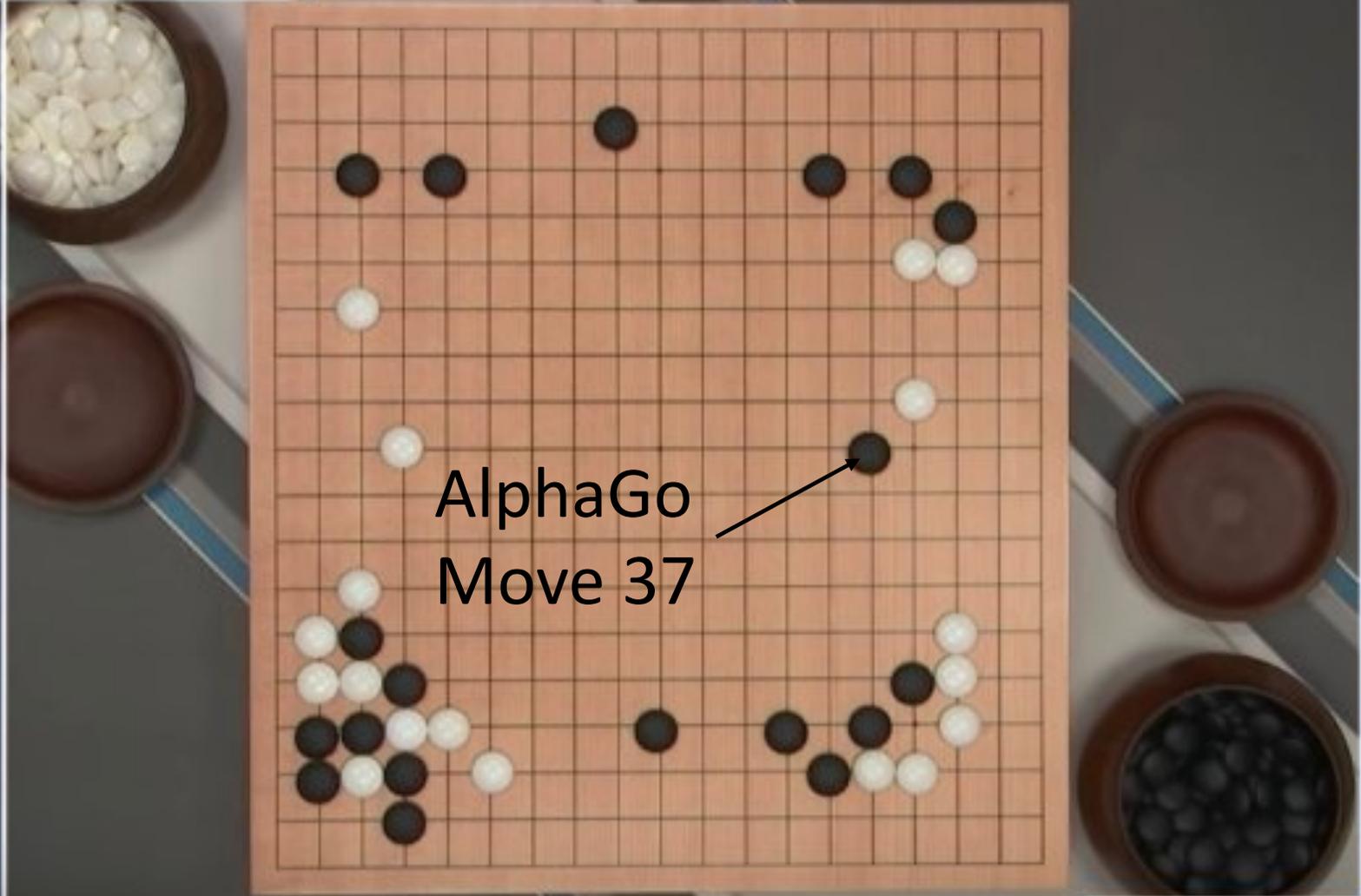
voicfive

your opin  
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LEE SEDOL  
01:33:07



AlphaGo  
Move 37



Google DeepMind  
Challenge Match



ALPHAGO  
01:38:39

1:19:42 / 5:52:30



Google

23 May - 27 May, Wuzhen, China

# The Future of Go Summit

Legendary players and DeepMind's AlphaGo explore the mysteries of Go together



**“I would go as far as to say not a single human has touched the edge of the truth of Go.”**

- Go champion Ke Jie



柯洁 KE JIE  
00:46:57



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# Humans Beat Computer In 'Brains vs. Artificial Intelligence' Poker Tournament

11 May 2015, 7:04 am EDT By [Sumit Passary](#) Tech Times

Humans have beat a computer in a "Brains vs. Artificial Intelligence" poker tournament.

The competition started on April 24 at the Rivers Casino in Pittsburgh. Over the course of two weeks, a computer program called Claudico, which was developed by scientists at the Carnegie Mellon University (CMU), played Heads-up, No-limit Texas Hold'em with four humans.

The human pros were Jason Les, Doug Polk, Bjorn Li and Dong Kim. All these four poker players are among the top 10 poker players of the world.

IT'S  
BACK!



# BRAINS VS. ARTIFICIAL INTELLIGENCE RE-MATCH!

WE ARE UPPING THE ANTE!  
120,000 HANDS NO-LIMIT HOLD 'EM

**JANUARY 11 - 30**  
11AM - 7PM • POKER ROOM



George Mason University  
School of Computer Science

BRAINS VS.  
ARTIFICIAL  
INTELLIGENCE

RIVERS CASINO

GAMBLING PROBLEM? CALL 1-800-GAMBLER

# How computers were finally able to best poker pros

**By Devin Powell** February 4, 2017

PITTSBURGH — Twelve days into the strangest poker tournament of their lives, Jason Les and his companions returned to their hotel, browbeaten and exhausted. Huddled over a pile of tacos, they strategized, as they had done every night. With about 60,000 hands

**“I felt like... [Libratus] could see my cards. I’m not accusing it of cheating. It was just that good.”**

**- Poker pro Dong Kim**

THE SHIFT

# *We Need to Talk About How Good A.I. Is Getting*

We're in a golden age of progress in artificial intelligence. It's time to start taking its potential and risks seriously.

# AI predicts crime a week in advance with 90 per cent accuracy

An artificial intelligence that scours crime data can predict the location of crimes in the coming week with up to 90 per cent accuracy, but there are concerns how systems like this can perpetuate bias



TECHNOLOGY 30 June 2022

By [Matthew Sparkes](#)

## GPT-3 can write category copy worth testing

Title: Men's Basketball Shoes | adidas UK

Copy: **The adidas range of men's basketball shoes is the perfect blend of style and performance. Benefit from the latest technologies and innovations, whilst also looking the part on the court.**



“Black-and-white vintage photograph of a 1920s mobster taking a selfie.” Generated by OpenAI's DALL-E 2



“A sailboat knitted out of blue yarn.” Generated by OpenAI's DALL-E 2

# DeepMind's protein-folding AI cracks biology's biggest problem

Artificial intelligence firm DeepMind has transformed biology by predicting the structure of nearly all proteins known to science in just 18 months, a breakthrough that will speed drug development and revolutionise basic science



TECHNOLOGY 28 July 2022

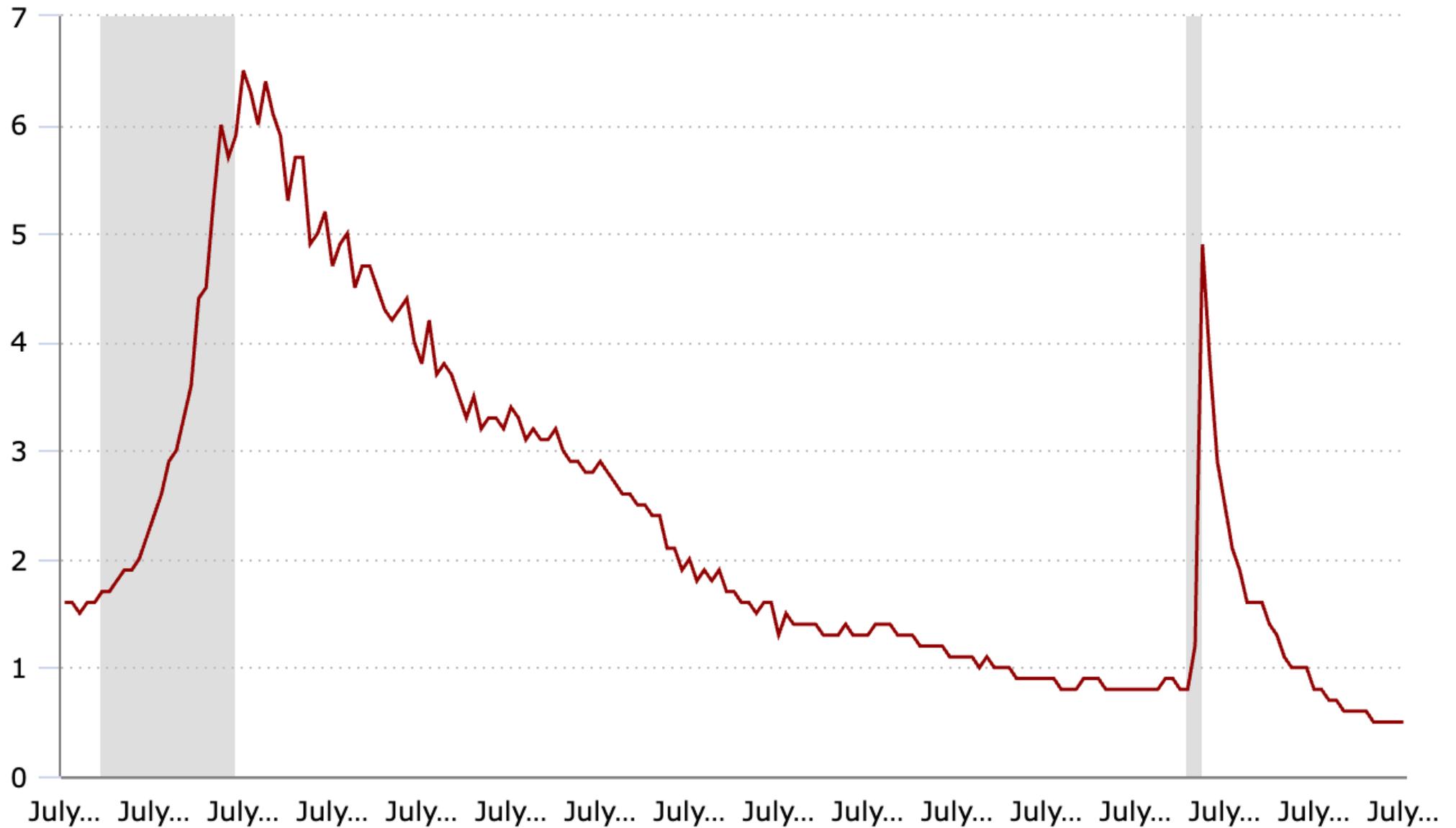
By [Matthew Sparkes](#)

***So should we prepare for  
massive technological  
unemployment?***

**No.**

# Number of unemployed persons per job opening, seasonally adjusted

Click and drag within the chart to zoom in on time periods

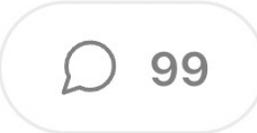
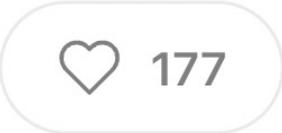


# American workers need lots and lots of robots

With the power of automation, our workers can win. Without it, they're in trouble.



Noah Smith  
Sep 5



# THE ECONOMY JOURNAL . COM

HOME HISTORICAL

[< view full issue: Robotica](#)

The countries with the most robots per worker are those with the lowest unemployment rates

Redacción

The logo consists of the letters 'E' and 'J' in a large, bold, red serif font. The 'E' is on the left and the 'J' is on the right, both rendered in a classic, slightly stylized typeface.

**Business Cycle**  
**External Shocks**  
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## KEY POINTS

- Academics and analysts have told CNBC a recession is everything from inevitable to unlikely over the last month.
- “We live in a period of multiple shocks – from Covid-19 over energy prices to political deglobalization – which make predictions extremely difficult,” one economist said.

**Do we have the right tools?**

“I do think that AI is about to disrupt a lot of different types of enterprise software. I think that enterprise software still sucks.

If we are going to be able to really transform the way a business is actually operated, we need to take software that basically just records data and spits it back out to you and **turn it into something that’s more intelligent.**

Something that tells the user something they did not know.  
Something that gives users **super powers.**”

*Ann Miura-Ko - Co-Founding Partner at Floodgate*



# *Good News*

**Talent software is quickly improving**

# A Radar System for Talent

Scan

Analyze

Assist

# A Radar System for Talent

Scan

Analyze

Assist



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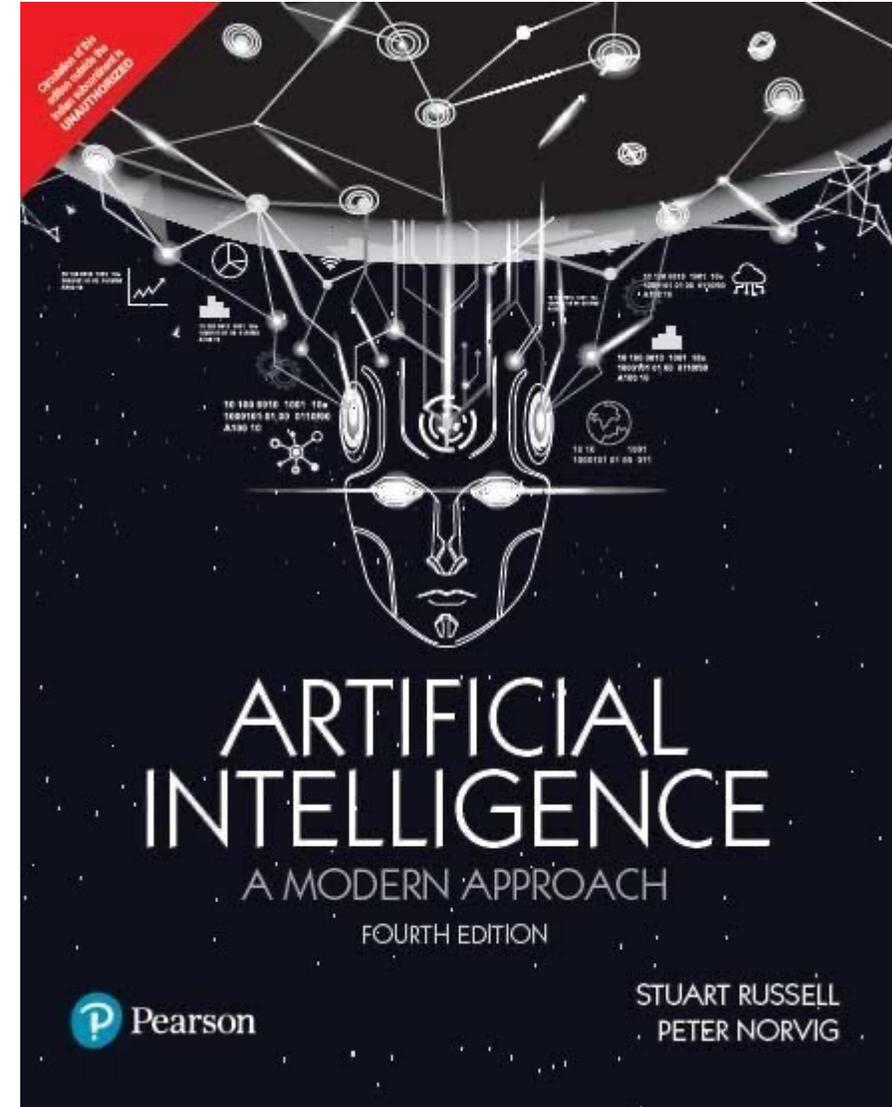
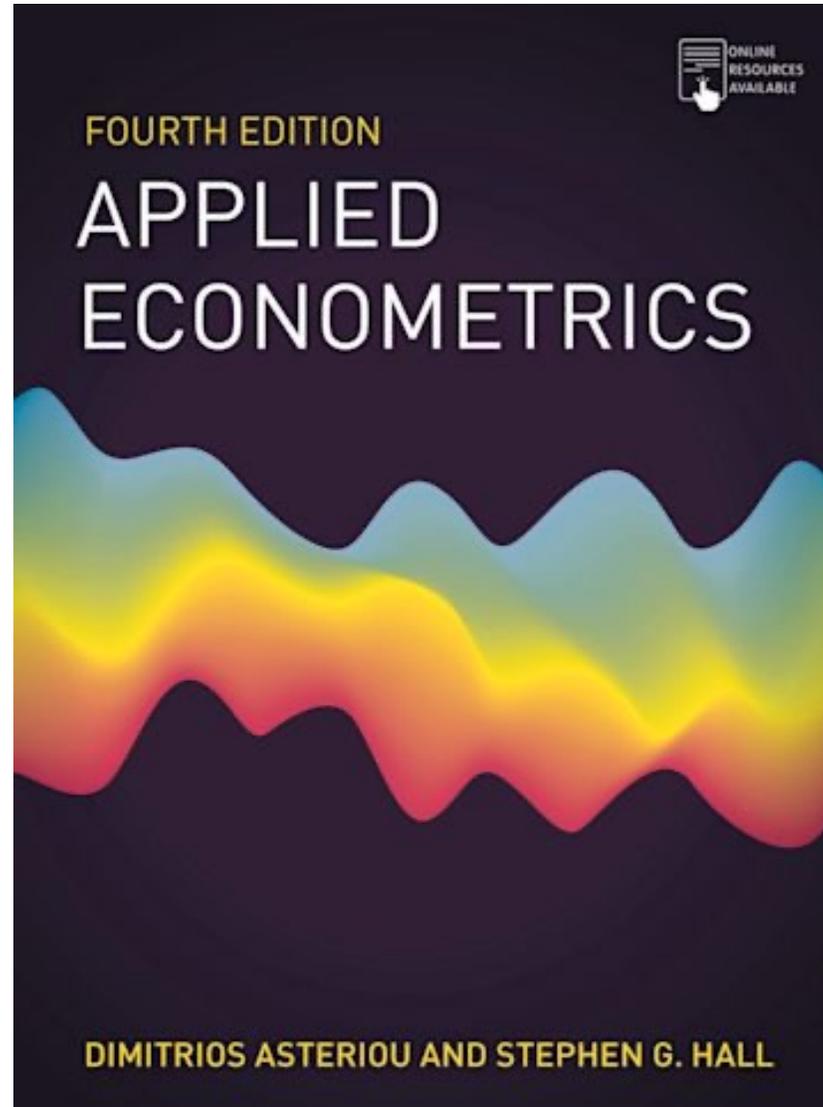
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BUILDER**<sup>™</sup>

# A Radar System for Talent

Scan

Analyze

Assist



# A Radar System for Talent

Scan

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Assist

Language Processing, Machine Learning

## How Large Language Models Will Transform Science, Society, and AI

Scholars in computer science, linguistics, and philosophy explore the pains and promises of GPT-3.

Feb 5, 2021 | Alex Tamkin and Deep Ganguli     

# A Radar System for Talent

Scan

Analyze

Assist



Using the full text of data from 200 million online job postings, we train and evaluate a natural language processing (NLP) model to learn the language of jobs. We analyze how jobs have changed in the past decade, and show how different words in the posting denote different occupations. We use this approach to create novel indexes of jobs, such as work-from-home ability. In ongoing work, we quantify the return to various skills.

# Assist

What's the right compensation for this role?

Where are the shortest reskilling and upskilling paths (especially the non-obvious ones)?

How can this job posting be improved?

Are we in compliance with pay equity and transparency laws?

What are the biggest current trends in the talent landscape?

# Conclusion

Huge opportunities and challenges ahead for talent management

What does the future hold? Faster change and better tools

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*Thank you!*

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