**Lesson 10 Overview & Commentary**

In this lesson, we will explore and examine the following issues in the age of AI:

* leadership transformation
* entrepreneurship
* regulation
* community
* the leadership of collective wisdom

In addition, you will learn about the following topics:

* the building blocks of an effective capability-building program
* role modeling
* widespread employee engagement
* shaping a new learning environment: virtual delivery
* capabilities and transformation

As you complete this lesson, consider the challenge of leading in the age of AI and the unique competencies—mindsets and skill sets—that will be required. It can be argued that digital literacy is essential but insufficient. In conjunction with digital literacy, it can be argued that emotional intelligence (EQ) and cultural intelligence (CQ) will also be prerequisites. For instance, what role can empathy, compassion, and authenticity play for leaders as they strive to develop human potential in their organizations in the age of AI? Furthermore, in a culturally diverse world—languages, beliefs, customs, rituals, religions—it can be argued that creating organizational cultures that promote equity, inclusion, diversity, and belonging, will be equally important.

**Objectives** After successfully completing this lesson, you should be able to do the following things:

* Discuss the leadership mandate in the age of AI.
* Discuss how digital transformation will affect HR.
* Describe the role, responsibilities, potential contributions, and impact of HRER leaders and practitioners relative to organizational capacity building in the age of AI.

**Reading and Activities Lesson 10 Commentary**

**Text: Ch. 10 - A Leadership Mandate**

**Other Readings:**

* [How Capability Building Can Power Transformation](https://www.mckinsey.com/business-functions/transformation/our-insights/how-capability-building-can-power-transformation)

See link here: <https://www.mckinsey.com/business-functions/transformation/our-insights/how-capability-building-can-power-transformation>

* [Translating the HR Digital Revolution to Everyday Work](https://www.shrm.org/hr-today/trends-and-forecasting/special-reports-and-expert-views/pages/translating_the_hr_digital_revolution_to_everyday_work.aspx)
* See link here: <https://www.shrm.org/hr-today/trends-and-forecasting/special-reports-and-expert-views/pages/translating_the_hr_digital_revolution_to_everyday_work.aspx>
* **Ch 5** - [Human-Centred Artificial Intelligence for Human Resources: A Toolkit for Human Resources Professionals](https://courses.worldcampus.psu.edu/canvas/sp22/22211--29456/common/corefiles/WEF_Human_Centred_Artificial_Intelligence_for_Human_Resources_2021.pdf)