



PROSPER OR PERISH?
TO MAKE IT BIG IN THE AI AGE, YOU'VE GOT TO
TEAM UP WITH AI.



Is AI Fostering Collaboration or Fueling Competition?

Generative AI is changing everything about the way we work, where we work, and who we work with.

AI Won't Take Jobs, Rather it'll Reshape Them

AI's arrival stirs job displacement concerns, as it adeptly tackles tasks once exclusive to humans.

This shift prompts contemplation on the future job market and the vital skills it necessitates. However, contrary to doomsday forecasts, AI won't replace jobs but rather remodel them.

New roles demanding fresh and additional skills will take the place of existing jobs, ensuring that employment is not entirely lost in the process.

AI Is More of a Coworker Than a Replacement

AI optimizes workflows by automating tasks, liberating time for more impactful endeavors by handling repetitive functions efficiently.

It sparks job expansion, ushering in fresh career opportunities as it integrates into various industries, creating a dynamic employment landscape.

However, effectively leveraging AI lies in the ability to continually learn and adapt to new skills in the face of technological disruptions.

That's Why Learning Matters More Than Ever

As AI takes center stage, learnability becomes the pillar of resilience and adaptability.

How Will AI Amplify Learnability?

AI has the potential to amplify learnability through personalized and adaptive learning experiences.

What Is Learnability and Why Does It Matter in the AI Age?

- Learnability is the ability to acquire, adapt, and utilize new skills.
- In the digital age, it's about fusing human ingenuity and artificial intelligence to learn fast and innovate faster.
- AI's access to boundless universal knowledge offers incredible opportunities for learning new things fast.

Learning On Your Terms

- By analyzing individual learning patterns, AI can tailor educational content to match the learner's pace, style, and preferences.
- AI can identify areas where a person may struggle and provide targeted support, fostering a more efficient and customized learning journey.
- Additionally, AI can offer real-time feedback, engage learners through interactive simulations, and create dynamic content that evolves based on the user's progress, thereby enhancing the overall effectiveness and engagement in the learning process.

At Infosys, Learnability Is the Compass Guiding Our Journey Forward

- At Infosys, we value individuals who embrace innovations, have a passion for learning, and are dedicated to lifelong growth.
- We leverage AI-driven tools like Infosys Wingspan to accelerate talent transformation and enhance employee learning experiences.
- We boast the world's largest corporate university, accommodating up to 14,000 employees; and have a dedicated online learning platform — Infosys Lex that enables flexible learning.



To Thrive with AI, You Need to First Learn How to Use AI

- AI holds significance for various industries, spanning IT and software companies leveraging AI-generated code instantly, to organizations specializing in marketing, legal, R&D, and beyond.
- To unlock AI's full potential, mastering tools such as ChatGPT and MidJourney is essential to ensure optimal utilization of its capabilities.
- Additionally, embracing new learning pedagogies like AI assistants, personalized learning, and tools enhances the learning experiences

Qualifications Matter, but Being a Quick Learner Matters Even More

In the AI age, it's less about what you know and more about what you are willing to learn.

Staying Sharp in a Shifting Skills Landscape

- Before the advent of generative AI, 87% of organizations either had existing skill gaps or anticipated facing them in the coming years.
- With AI in the picture, what you know today may become outdated tomorrow. And hence, the ability to learn and adapt is crucial for staying relevant in this dynamic landscape.
- Organizations that foster a culture of continuous learning are better equipped to navigate the challenges of the AI age. Employees who embrace ongoing learning contribute to the agility and innovation of the company.

The New Diploma: Mastering Learnability

- Qualifications and degrees no longer dominate hiring, as the candidate's ability to learn new skills now takes precedence.
- Companies must prioritize skills in their hiring strategies, facilitate skill development, and make it an integral part of job roles.
- Evaluating candidates' ability to learn should be an integral part of an organization's hiring process.

Thankfully, Acquiring Knowledge is Simpler and Within Reach

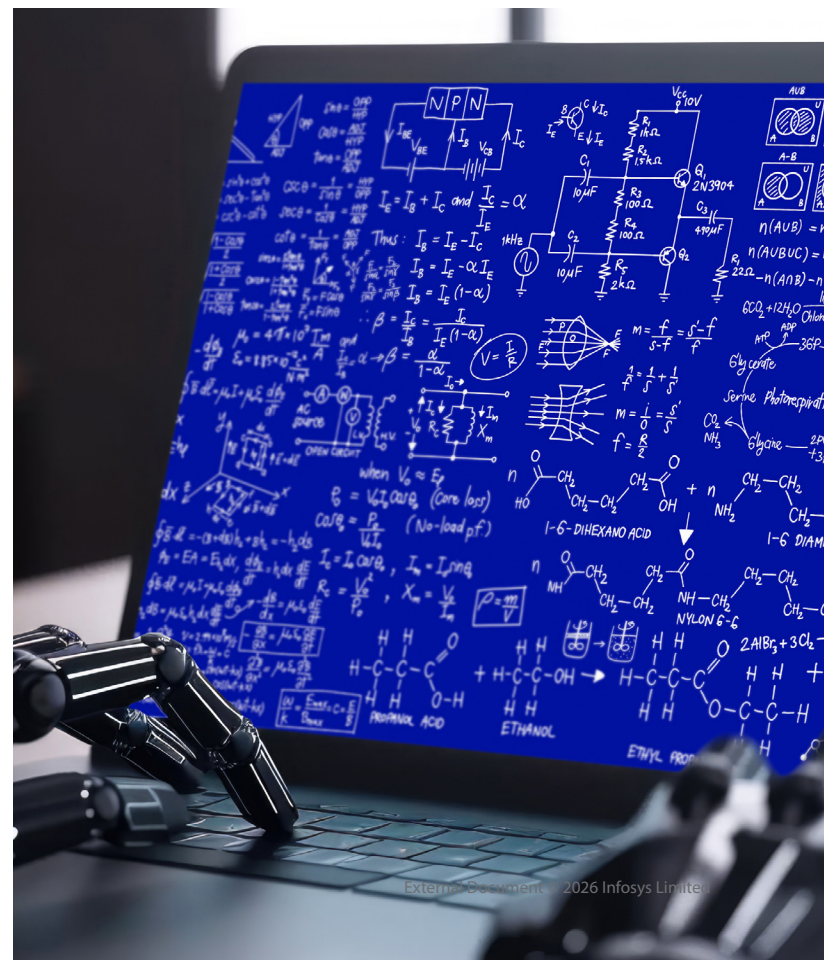
AI-driven learning platforms have removed barriers to learning, enabling rapid knowledge acquisition and personalized learning pathways.

AI Will Do All The Heavy Lifting in Learning Journeys

- Employees need to be adaptable, learn new skills, explore new roles, and continuously improve themselves.
- Whereas enterprises should support their employees in the learning process rather than relying solely on self-guided learning.
- They must offer suitable tools and platforms, remove obstacles to learning, and incorporate innovative methods such as nano learning, streams, and generative AI platforms like the Infosys Wingspan for faster learning.

Let AI Ethics and AI-Focused Skilling Be Your Compass

- Organizations should emphasize the integration of AI-specific skills into the learning paths, ensuring employees acquire proficiency in areas such as machine learning, data analytics, and natural language processing.
- By including training on ethical considerations in AI development and usage, employees can understand the ethical implications of AI, which is crucial for responsible and sustainable AI integration.
- Establishing mentorship programs specifically focused on AI, where experienced AI professionals guide other employees will help them understand the nuances of AI technologies and their practical applications.



Learn With AI's Help, Not in Spite of It

AI is here to boost what we can do, but it all boils down to being ready for lifelong learning.

In Lifelong Learning, AI Becomes Your Ultimate Ally

- We need to rethink the way we approach learning, making it future-proof and adaptable to changes.
- Learnability is important for every individual, even outside of their work environment. Whether it's teachers or parents learning has become imperative for all.
- Learning isn't just for work; it's for everyone, whether you're a teacher, a parent, or a student.

It's Time To Move From Knowing To Growing

- In embracing continuous learning, we not only dissolve the illusion of 'knowing it all' but also cultivate a culture where curiosity and growth are celebrated.
- As we navigate this ever-evolving landscape alongside the next generation, let's pave the way for a future where the pursuit of wisdom becomes a shared aspiration.
- By adopting a lifelong learning mindset and fostering an environment where the joy of discovery, let's empower everyone to lead richer and more fulfilling lives.

For more information, contact askus@infosys.com



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