

The Impact of
Artificial Intelligence
on the Future of the Human Workforce



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Meet **HR** Experts
03-04 **DECEMBER** 2025
ALEXANDRIA, EGYPT



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The Impact of **Artificial Intelligence** on the Future of the Human Workforce

"Building Today's Talent, Achieving Tomorrow's Excellence "

03-04 **DECEMBER** | 2025

Helnan Antoiades Palace Hotel
Alexandria- Egypt



Training and Organizational Development
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New HCM/HRIS Models for the Web3 Era: The Inevitable Convergence of Artificial Intelligence, Distributed Ledgers, Edge Computing and Robots among a Global Workforce



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Board Chairperson/President/CEO



Topical Agenda

1. **Why Covergence Now?**
2. **HR Pain Points Today**
3. **AI – Cognitive Automation**
4. **Distributed Ledger Technologies**
5. **Edge Computing**
6. **Web3**
7. **Robotics & Autonomous Technologies**
8. **When They Converge In Web3**
9. **HR Case Scenarios**
10. **HR Leadership Imperatives**
11. **Summary**

Why Convergence Now?

Human Resources

as an “early adopter”

due to global workforce scale,
compliance, and
skills challenges

Why Convergence Now?

Technology maturity:

AI (agentic/cognitive automation)

DLT (trust/integrity layer)

Edge (real-time/immediacy layer)

Web3 (participation/inclusion layer)

Robotics (embodiment)

HR “Pain” Points Today

- Data silos,
 - legacy HRIS
 - compliance risks
- Skills verification bottlenecks
- Increasing demand for:
 - personalization
 - inclusion

AI (Cognitive Automation)

- Analogy:
Steam engine for the mind



AI (Cognitive Automation)

- Disruptions:
Cognitive labor displacement
Instant scalability

- HR Applications:
Recruiting copilots
Predictive attrition analytics
Adaptive learning



Features	iPaaS	Traditional Integration
Multi-System Connectivity	✓ Yes	✗ No
Scalability	✓ Yes	✗ No
Deployment and Setup	✓ Yes	✗ No
Maintenance and Updates	✓ Yes	✗ No
Customization	✓ Yes	✗ No
Cost	↓ Low	↑ High

Distributed Ledger Technologies *Blockchain/Webchain - (Integrity Layer)*

- Analogy:
*Double-entry bookkeeping
of the digital era*



IHRIM®



Distributed Ledger Technologies

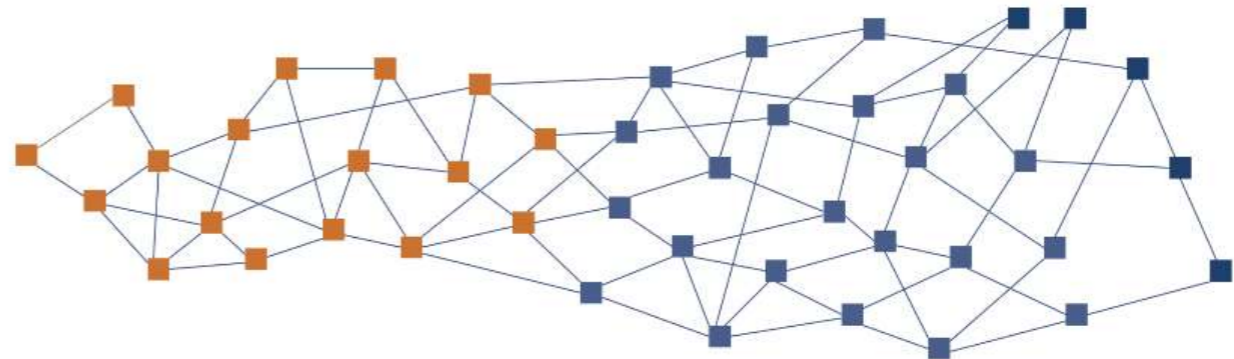
Blockchain/Webchain - (Integrity Layer)

- Disruption:
 - Immutable
 - Portable
 - Verifiable credentials/history
- HR Applications:
 - Smart “contracts” for payroll
 - Compliance
 - Cross-border work

Blockchain

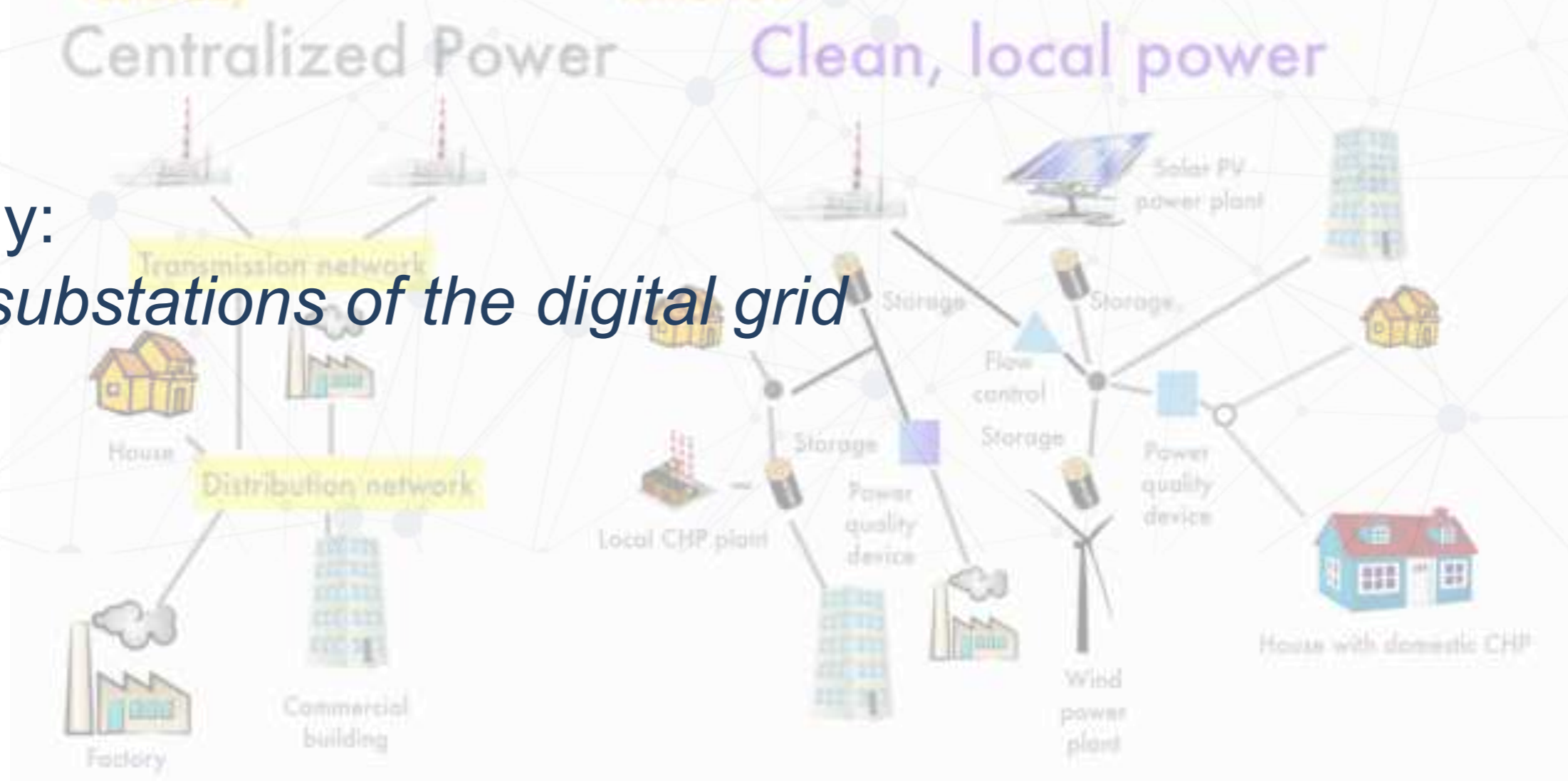


(DAG/Directed Acyclic Graph)



Edge Computing (Real-time/Immediacy Layer)

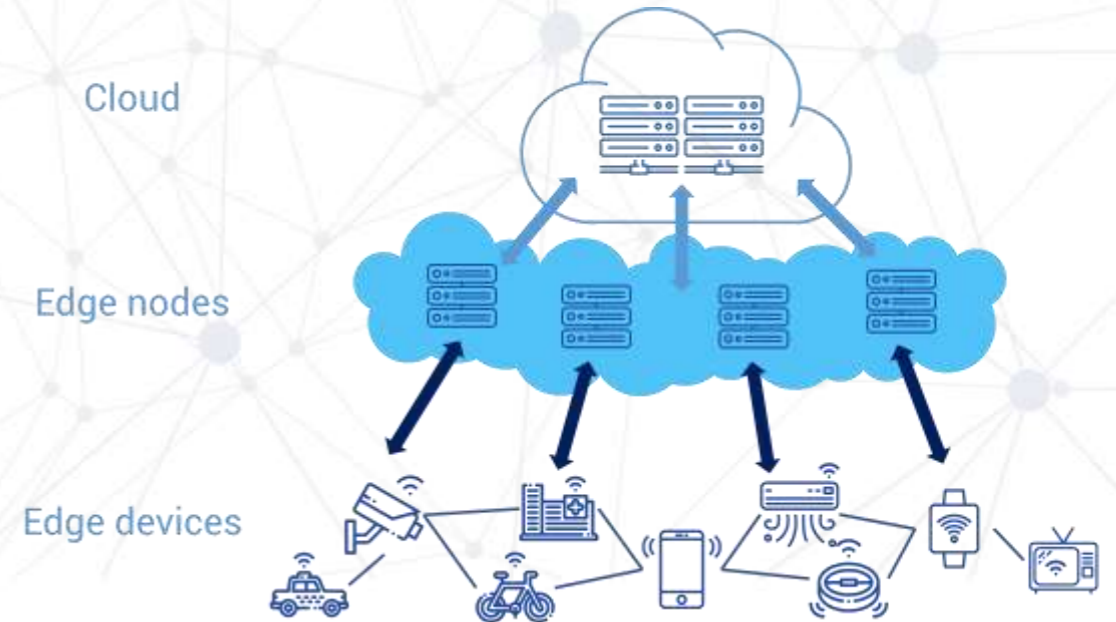
- Analogy:
The substations of the digital grid



Edge Computing (Real-time/Immediacy Layer)

- Disruption:
- Low-latency,
- On-device decisioning

- HR Applications:
- Workforce safety,
- Wellness,
- Productivity monitoring
in real time



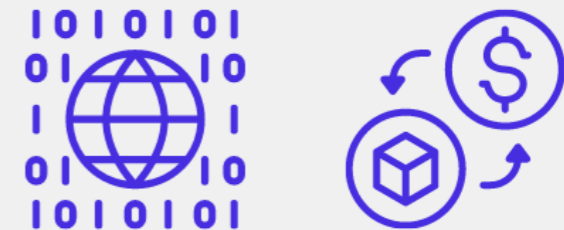
Web3 (participation/inclusion layer)

- Analogy:

Web3 is the “town hall” of the digital economy



DEDICATED/ASSET OWNERSHIP



TOKENIZED/FRACTIONAL OWNERSHIP

Web3 (participation/inclusion layer)

- Disruption:
 - Decentralized governance
 - Fractional Ownership
- HR Applications:
 - Tokenized benefits pools
 - DAOs for workforce voice

5 GAME-CHANGING BENEFITS OF TOKENIZATION



Robotics & Autonomous Technologies (Embodiment Layer)

- Analogy:

Assembly line with brains to meet challenges



**Challenge: On-Time
Delivery of Ships**



**Challenge: Optimizing
Shipyard Infrastructure**



**Challenge: Workforce
Management**

Robotics & Autonomous Technologies (Embodiment Layer)

- Disruption:
 - Collaborative robots (cobots)
 - Exoskeletons
 - Human-augmenting systems
- HR Applications:
 - Ergonomics
 - Safety
 - Frontline workforce augmentation



Artificial Intelligence

“Welcome back to the days
of the Wild West.”

Dill

When They Converge In Web3

AI thinks →

DLT guarantees trust →

Edge delivers instantly →

Web3 ensures inclusion →

Robotics executes

HR Example:

Blockchain-verified skill passport →

AI job matching →

Edge delivers feedback in real time →

Robotics augments execution on site

Case Scenarios (3–5 Years)

- **Hiring:**
 - Instant, trusted credentialing
 - AI shortlisting
- **Pay:**
 - Smart contracts trigger cross-border payroll with verified hours from cobots
- **Learning:**
 - AI personalization
 - Blockchain micro-credentials
- **Safety:**
 - Edge-AI sensors
 - Robotic exoskeletons reduce injuries

HR Leadership Imperatives

1. Move from
tech-literacy → **tech-fluency**
2. Define governance frameworks for AI, robotics, and blockchain ethics
3. Prepare workforce for **human-machine collaboration**

Summary

- Inevitability
- HR must lead in re-architecting trust, intelligence, and augmentation
- “Lifelong learning is our greatest force for social progress.”

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