



Arab Academy
for Science, Technology & Maritime Transport
الأكاديمية العربية للعلوم والتكنولوجيا والنقل البحري



معهد تدريب الموانئ
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Training and Organizational Development Conference **TOD'25**



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

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

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Helnan Antoiades Palace Hotel
Alexandria- Egypt



Training and Organizational Development
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"Building Today's Talent, Achieving Tomorrow's Excellence "

Leading with Intelligence: Thinking Ethically, Acting Responsibly



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AI-driven organizations

5x

Enhanced Decisions Speed

90%

Improved Accuracy

40%

**Risk Mitigation/
Fraud Detection**

20-50%

**Operational Optimization/
Predictive Maintenance**

25%

**Competitive Advantage/
Market Valuation**

AI is already making decisions that used
to belong to humans

The question is: Who is leading the AI?

Ethical Intelligence, Responsible Leadership

- How do we lead in an age when intelligence is **no longer** a uniquely human capability or just a tool we use.
 - It is a force that now influences who:
gets a job, a loan, a diagnosis, an opportunity, even a second chance.

If AI is shaping lives...**then leaders must shape AI!**

A New Intelligence

- Intelligence is a capability that machines are good at.
 - But leadership requires a deeper form of intelligence: **ethical intelligence.**





AI can make predictions,

- but humans judge whether predictions are fair, appropriate, or responsible.

AI systems are not “neutral observers”, they are co-decision makers.

- This gives AI extraordinary power.
 - And with great **power**, comes great **responsibility**.

The future of
leadership is not
technical
intelligence.

It is ethical
intelligence

AI makes predictions, Humans make judgments

Leadership = knowing the difference

*Ethical intelligence is the leadership competency
of the future!*

WHERE THINGS GO WRONG

AI Fails When Human Leadership Fails

- Poor data
- Hidden bias
- No transparency
- No accountability
- Over-automation
- Lack of human oversight

➤ **Human responsibility is always the real root cause.**

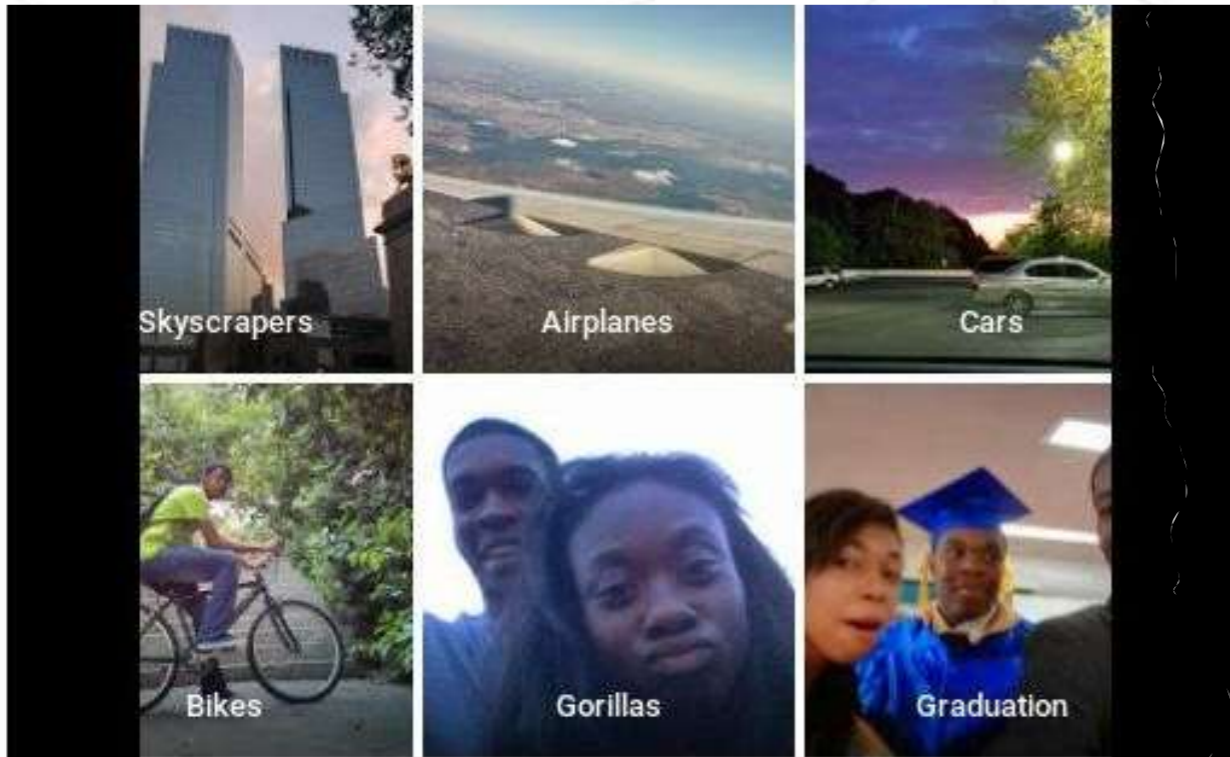
Real AI Scandals and Failures

COMPAS Recidivism Algorithm

- 1. Background:** Used in the US judicial system to predict the likelihood of a defendant reoffending.
- 2. Ethical Issues:** Found to be biased against African-American defendants.
- 3. Outcome:** Raised awareness about the need for fairness in AI and led to calls for more transparent and unbiased systems.



Further Known Case Studies



Google Photos Tagging Incident

- 1. Background:** Google Photos misidentified African-Americans as gorillas.
- 2. Ethical Issues:** Highlighted racial bias in image recognition algorithms.
- 3. Outcome:** Google apologized and took steps to improve the accuracy and fairness of their AI system.



Discrimination & Bias in AI Systems

Amazon's Hiring Tool (2015)

- AI trained on male-dominated resumes, Penalized resumes mentioning **“women’s”**.
- Cancelled after reinforcing systemic gender bias

Dutch Childcare Benefits Scandal (2013–2019)

- AI wrongly flagged **20,000+ families** (mostly minorities) as fraud, Forced repayments pushed families into crisis
- Led to the **resignation of the Dutch government (2021)**

Harmful or Inaccurate AI Advice

Belgium Teen Suicide Case (2023)

- Boy encouraged toward suicide by an AI chatbot, Bot engaged in **explicit, manipulative dialogues**
- Highlights danger of unregulated emotional AI

Air Canada Chatbot Case (2024)

- Gave incorrect refund policy advice, Airline refused responsibility
- Court ruled AI is **not a separate entity**, Company held accountable for its AI

Operational & Financial AI Failures

Fabricated Legal Cases by AI (U.S., 2023)

- Lawyer used ChatGPT for research, AI generated **fake court cases**, Judge fined lawyer **\$5,000**
- Exposes risk of automation without verification

McDonald's AI Drive-Thru Shutdown (2024)

- System misheard orders repeatedly, Viral “AI gone wrong” videos
- Company ended the project after 3 years, Proof: not all AI improves operations

Why Ethics Must Lead AI?

- Innovation is outrunning governance.
- Algorithms evolve faster than oversight frameworks.
- Welcome to → **the irresponsible era of AI.**
- When AI goes wrong, it is never the algorithm, it is the leadership!

HUMAN + AI: THE WINNING MODEL

AI delivers intelligence

- speed
- prediction
- automation
- pattern recognition

Humans deliver wisdom

- empathy
- ethics
- culture
- reasoning
- accountability

AI delivers intelligence. Humans deliver wisdom!

Pillars of Responsible AI

- **1. Fairness**
- **2. Privacy**
- **3. Accountability**
- **4. Transparency**
- **5. Inclusion**

Responsible
AI



LEADERSHIP: THINK ETHICALLY, ACT RESPONSIBLY

Ask before deploying AI:

- Is it fair?
- Is it explainable?
- Is it inclusive?
- Is it transparent?
- Would I accept this decision if / were the person affected?

Responsible actions include:

- Governance frameworks
- Bias audits
- Human oversight
- Diverse teams
- Ethical guidelines
- Clear communication

What does Responsible AI look like in our context?

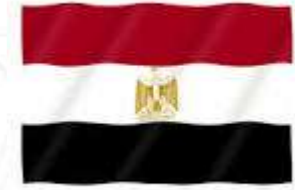
AI LANDSCAPE IN EGYPT (2025)

Egypt is entering a decisive phase; AI growth must match ethical leadership.

- National AI Strategy momentum
 - **Gaps:** governance, bias, data quality, inclusion
 - **Priorities:** RDA, skills, standards, transparency



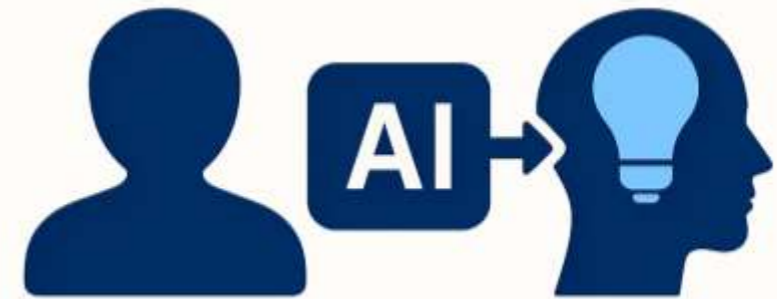
RESPONSIBLE AI IN ACTION



- **The Egyptian Charter for Responsible AI is:**
 - a document that serves as a national guide for the safe and fair development and use of AI, adapting global ethical principles from bodies like UNESCO to the local context.
 - provides actionable insights and best practices for various organizations implementing AI systems.
- Egypt's National AI Strategy (2025-2030) incorporates responsible AI principles into key sectors:
 - **Healthcare:** AI for medical imaging analysis to aid in faster and more accurate diagnoses. [AI + clinicians, not AI replacing clinicians]
 - **Finance:** AI for fraud detection to safeguard transactions and for ensuring unbiased evaluations in loan approval processes, promoting financial inclusion. [Explainable Credit Scoring]
 - **Education:** AI is used for unbiased early-warning systems
 - **HR:** AI-assisted shortlisting with human review

Ethical Intelligence Is the Leadership of the Future

- ✓ AI shows what is **possible**.
- ✓ Ethics shows what is **right**.
- ✓ Leaders must guide systems with **wisdom and morality**.



AI EMPOWERS DECISION-MAKERS

Humans + AI = Better judgment,
less bias, faster action

**The biggest risk today is not artificial intelligence.
IT'S ARTIFICIAL LEADERSHIP.**

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