

From Training to Transformation : Reimagining Public HRD in the AI Era

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A professor from another university, who already holds two Ph.D. degrees, wants to apply for a Ph.D. program in my lab.

Capable student,
accept!

VS.

Too capable,
beware.

AI = Process, Knowledge
Human = Mindset, Entrepreneurship

Exploration - The driving force that unleashes creativity and opens up new possibilities.

Inquiry - The eye that perceives what is missing in the world.

Empathy - The essence of humanity that enables collaboration with both humans and AI.

Judgment - The courage to never abandon human choice and responsibility.

Adaptability - The power to lead, not be led, by the tides of change.

West World ZERO

Oculus Tertius



Reading You

A dark background with a complex, wavy, fingerprint-like pattern in a lighter shade, creating a textured effect.

Library Company

Industrial Age HRD

- ✓ Focused on knowledge transmission and process mastery.
- ✓ As components within large hierarchical organizations.

AI Age HRD

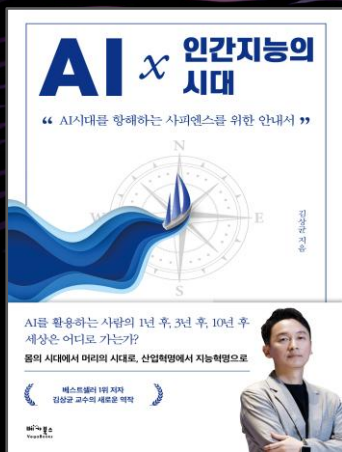
- ✓ Centers on intelligence augmentation.
- ✓ Everyone is encouraged to redefine themselves as entrepreneur.
- ✓ Members should be encouraged to redefine their own roles and responsibilities.
- ✓ Education must shift — from teaching to experience, reflection, and internalization.

Industrial Age

An individual's experience and intelligence belong solely to the individual — and vanish with them.

AI Age

Embedding individual experience and intelligence into the organization's AI systems.



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