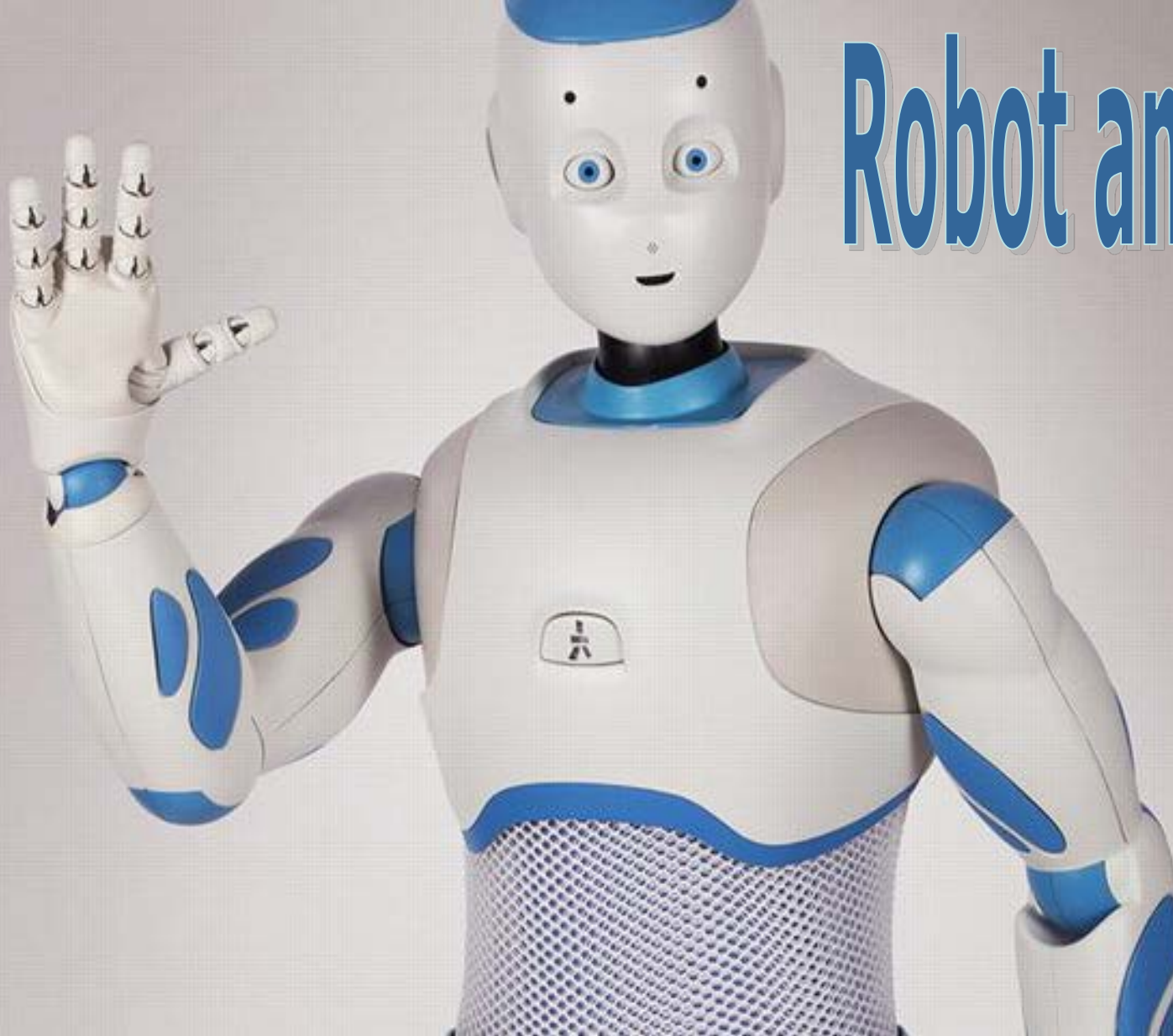


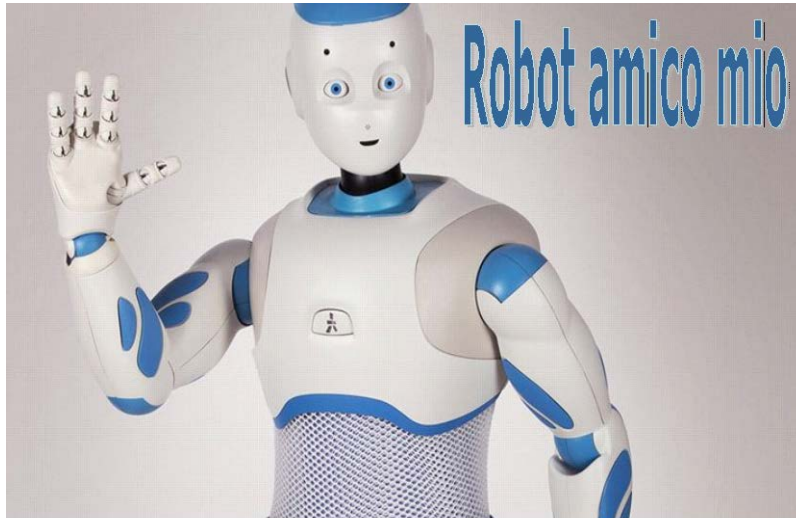
Robot amico mio



SOLGROUP
a breath of life

ESTE

Paolo Donati, HRM Gruppo SOL



SOLGROUP
a breath of life

ESTE

Paolo Donati, HRM Gruppo SOL



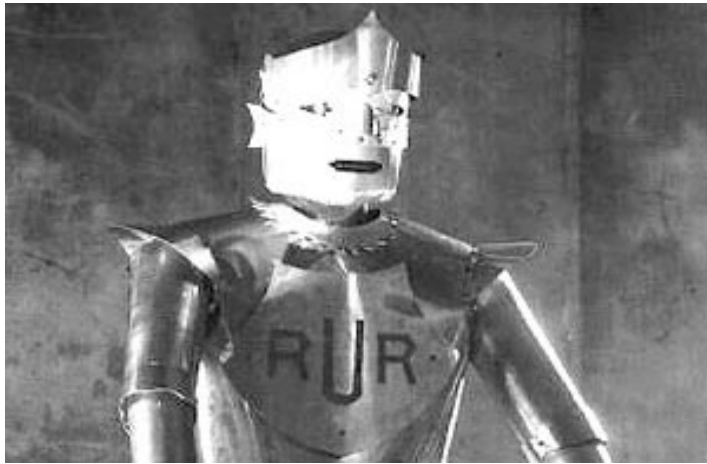
DIVERSITY MANAGEMENT

IL VALORE DELLE DIFFERENZE
PER LE ORGANIZZAZIONI

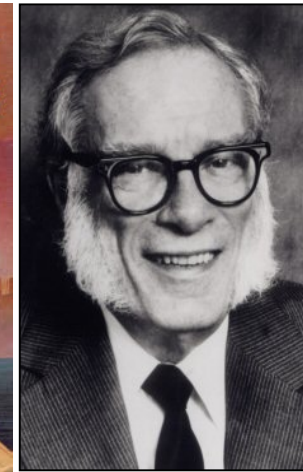
Perché parlare qui e oggi di ROBOT



The huge use of automated machines started during Industrial Revolution: but today is growing dramatically faster in respect to the past!



The word “robot” (= slave) is of Czech origin and comes from Karel Čapek’s drama R.U.R. played in 1921



The word “robot” becomes really popular in the '50s thanks to Isaac Asimov’s science-fiction novels.

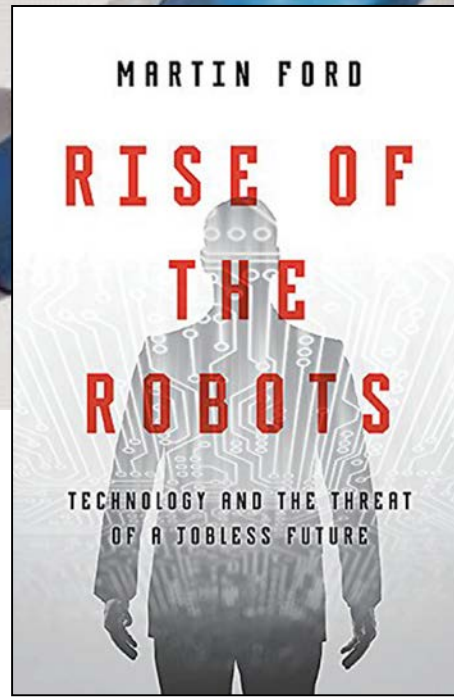
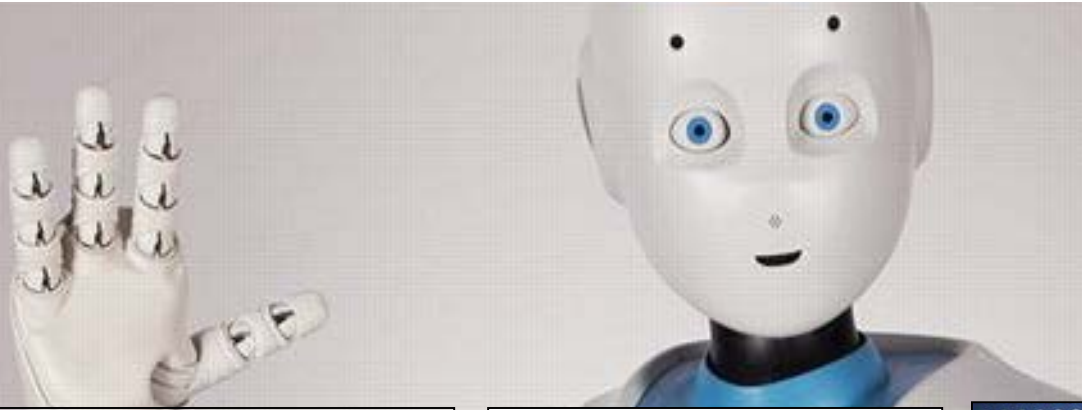


The Stanford’s University robotic arm was introduced in 1969 for the Ford T model construction.



Today robots are already being used in some schools!

What's up!



The rapid obsolescence of our competences is today strictly tied to Technology: an issue that also HR must have in the agenda!

By 2025, adoption of advanced robots will boost productivity by up to 30 percent in many industries, and lower total labor costs by 18 percent or more in countries such as South Korea, China, the U.S., Japan, and Germany.



THE ROBOTICS REVOLUTION

THE NEXT GREAT LEAP IN MANUFACTURING



BCG

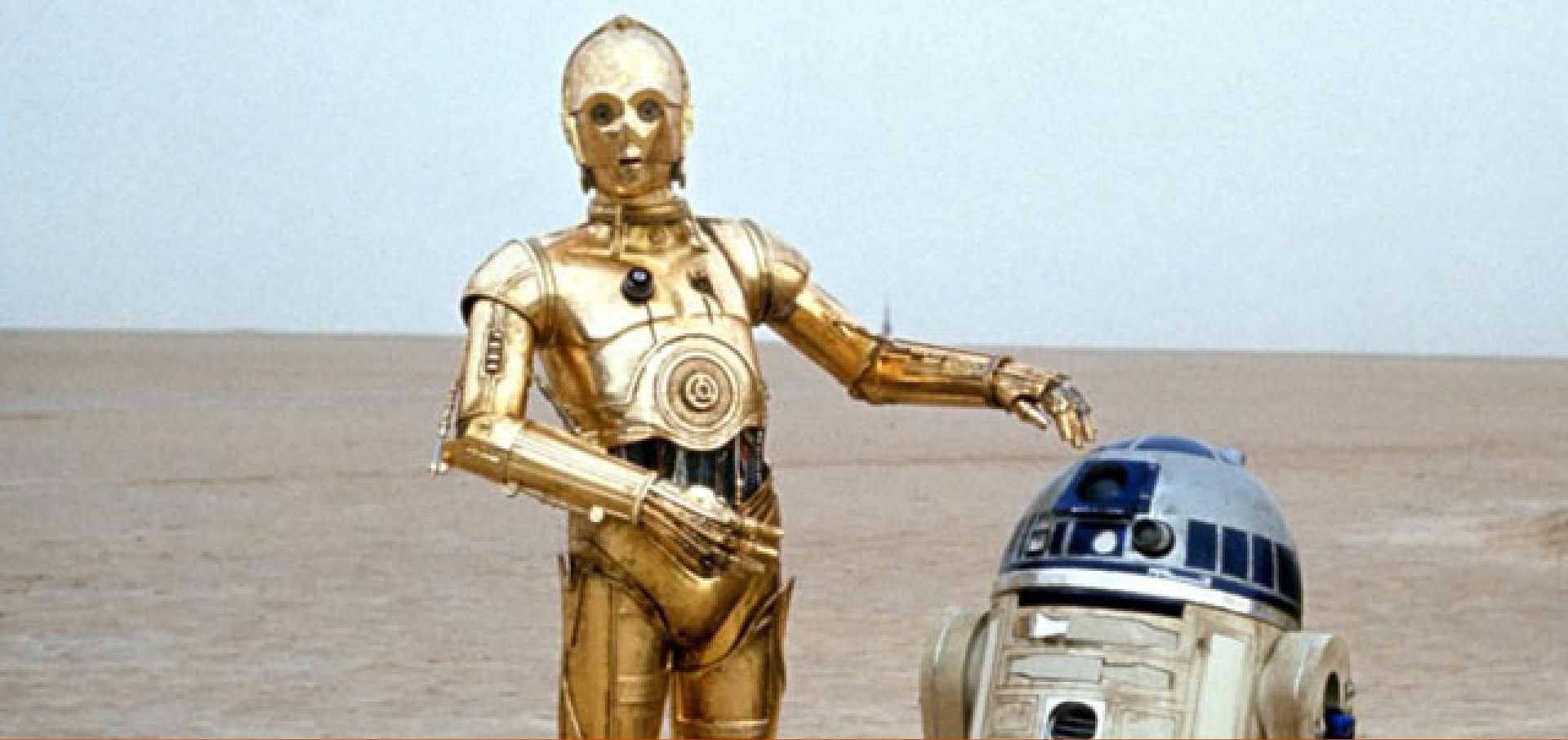
BCG study estimates that:

- > Factories will be smaller
- > Thanks to cheap robots (25k USD) era of moving factories in order to find low labor cost will soon finish.



More: replication of production will also be possible anywhere by sending the programming to similar robots

- > Manufacturers will begin to ramp up investment in robotics when the costs of owning and operating a system reach a 15 percent discount over the cost of employing a worker.



No more fiction but reality...

Find it out in the following pages!





1. HOTELS
In few years the receptionist or the porter might be a non-human...



Robot: as **real** as it gets...



2. MEDICAL

Power to patients ...



Robot: as **real** as it gets...



Nonna Lea and a robot called Mr. Robin



2. MEDICAL

...but also to med-robots!

Economy
New machine could one day replace anesthesiologists

www.sedsys.com

SCSG - Post-DDW Symposium | Conference | June 26, 2015 to June 28, 2015 | DanaPoint, CA | Learn more

sedasys.
PART OF THE **Johansen-Johnsen** FAMILY OF COMPANIES

Have Questions? [Contact Us](#)

Redefining Sedation | Explore the System | Clinical Evidence | Training | Events | Division Profile | Study Funding

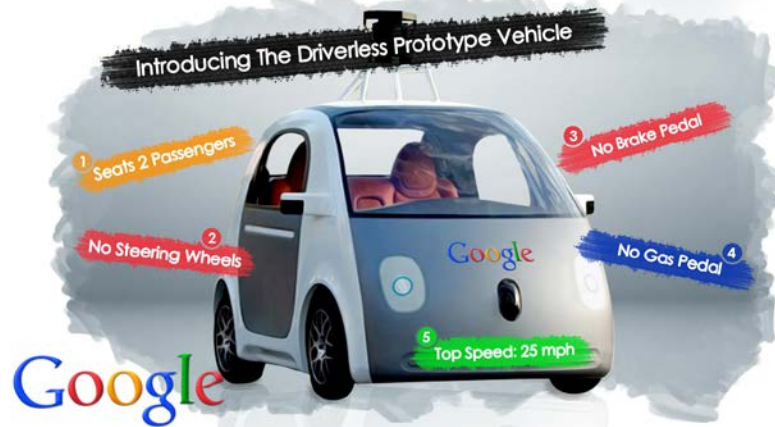
Taking Sedation to a New Place

The SEDASYS® Computer-Assisted Personalized Sedation System

A new way for trained physician-led teams to safely and effectively deliver propofol on-label for minimal-to-moderate sedation in routine colonoscopy and esoph...

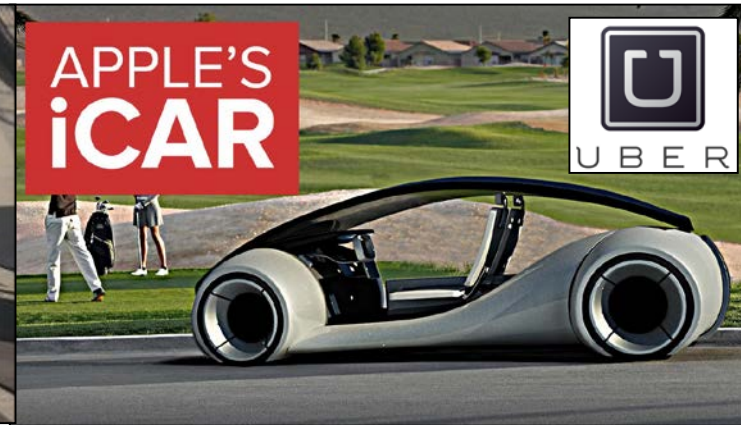


Robot: as real as it gets...



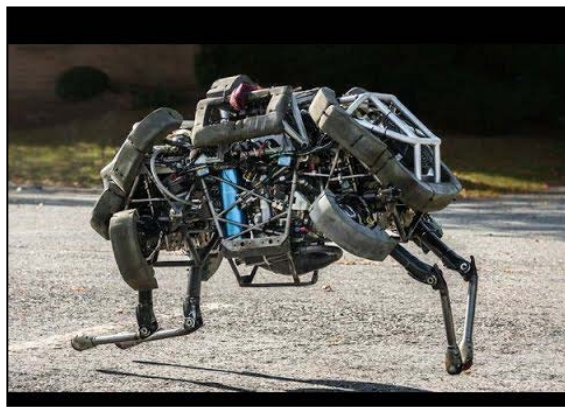
3. MOBILITY

We're almost there...



Robot: as real as it gets...

THE FUTURE SOLDIER

A soldier in a full-body exoskeleton suit is shown holding a rifle. The suit is tan and black, and the soldier is wearing a helmet and boots. The background is a plain, light-colored wall.

HELMET
Extreme head protection

HEADS-UP DISPLAY
Enhances situational awareness, provides critical data

BIOSENSORS
Sensors in fabric measuring vitals

BODY
Nanoparticles protect against impact

LEG BRACE
Captures kinetic energy

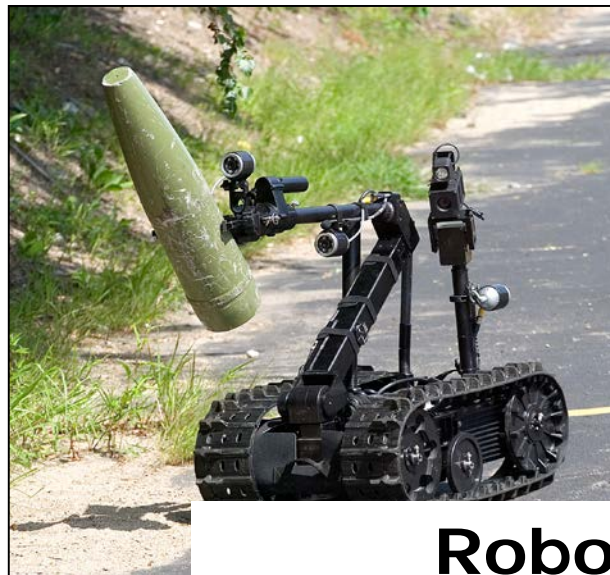
SOLAR PANELS
Captures solar energy

ARMOR
Complete ballistic protection

EXOSKELETON
Improves performance and endurance

SOURCE: U.S. ARMY | DARPA

CNBC



4. MILITARY
Already available...

Robot: as **real** as it gets...

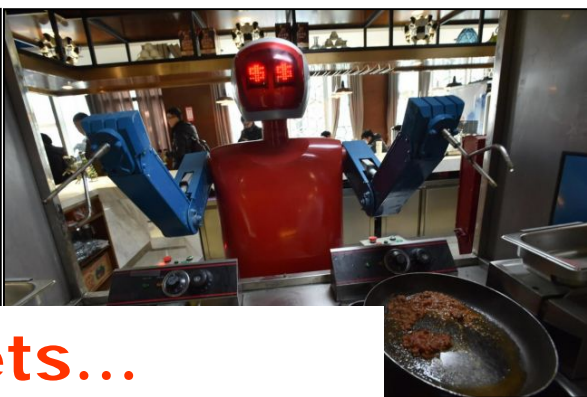


EXPO
MILANO 2015
NUTRIRE IL PIANETA
ENERGIA PER LA VITA

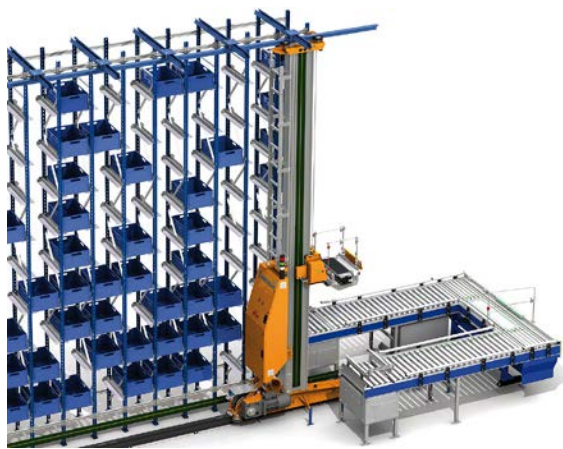


5. INDUSTRY

Already available...

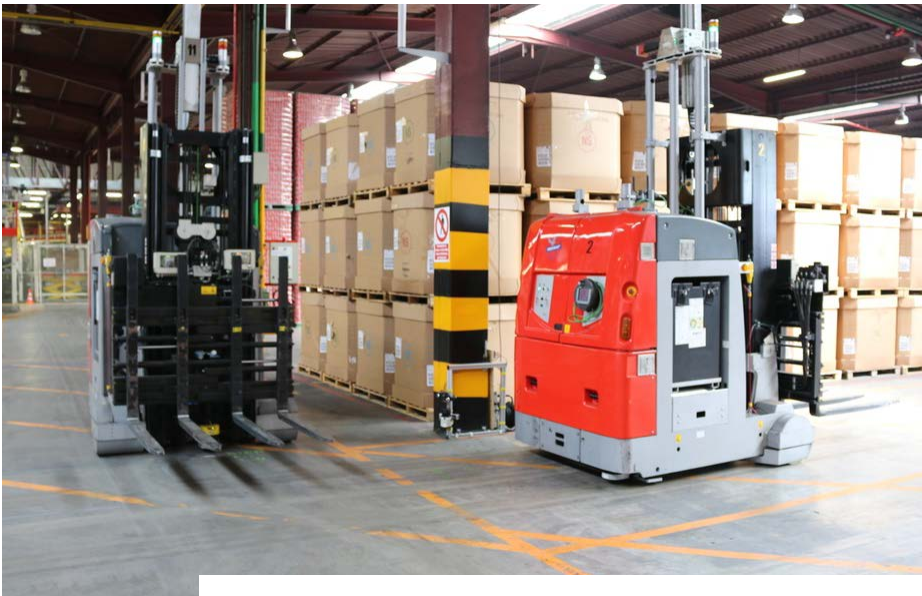


Robot: as **real** as it gets...

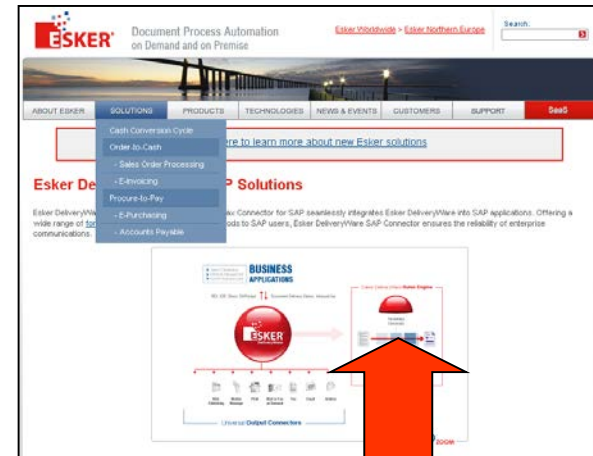
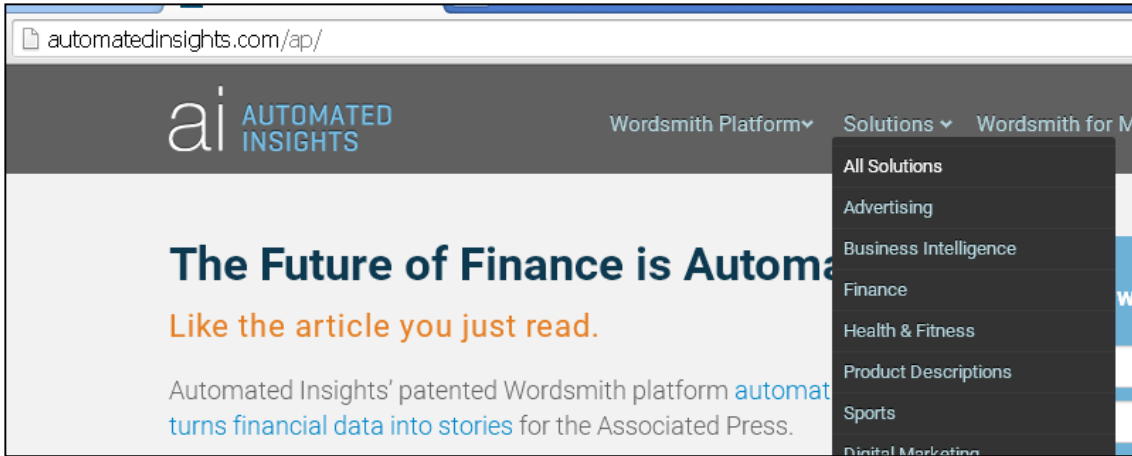


6. WAREHOUSES

Already available...



Robot: as **real** as it gets...



7. FINANCE

Already available...



And other...

Robot: as real as it gets...

Robot: as real as it gets...



Artist: milling robots and 3D printers

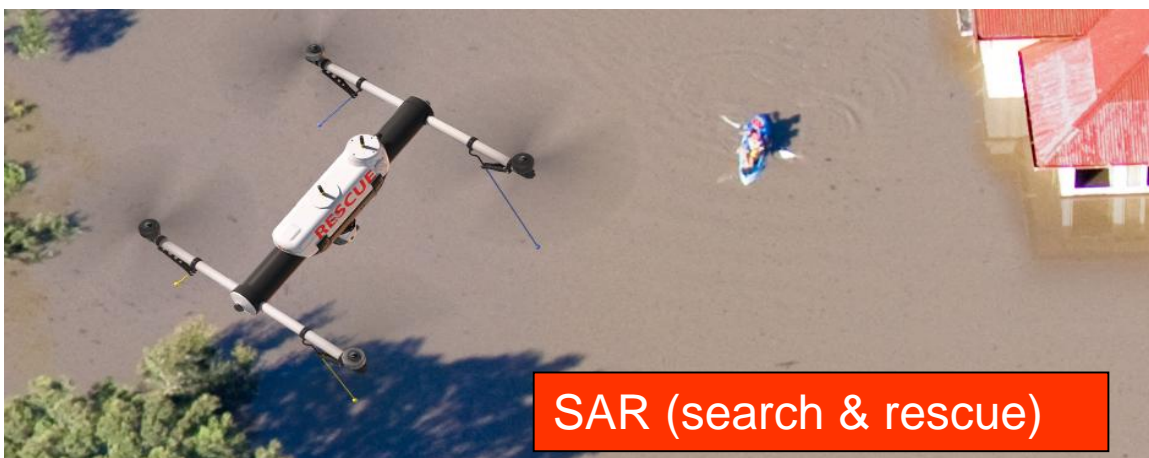


8. AND MORE!

Just look around...



Automated food distributors, cashiers and picking



SAR (search & rescue)



8. AND MORE!
Just look around...



Agricultural support

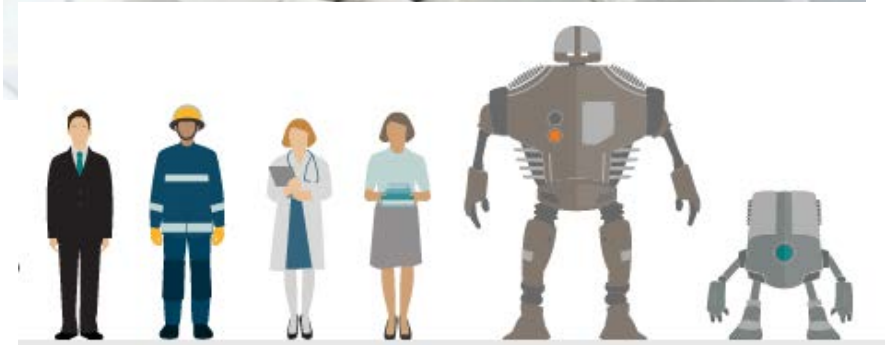


Robot: as real as it gets...



And for HR?

Also HR will be “**augmented**” thanks to new “robotic” tools...

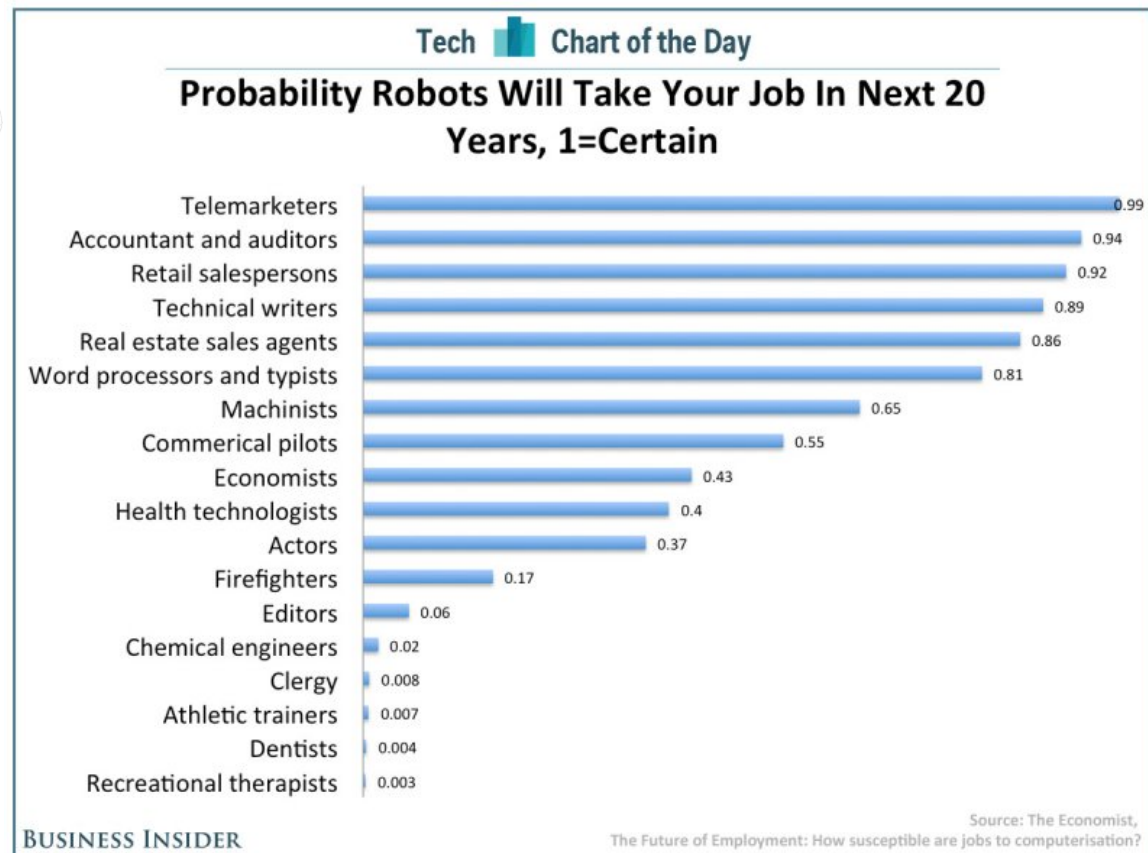


- pre-Selection
- Payrolling and T&A
- Training
- Analytics (HR dashboards)
- Workforce planning
- Travel management
- etc.

Human - Robot interaction will be a new area of expertise in HR Depts.

KILLING JOBS? WHO IS AT RISK: those who are working on routine jobs.

On the other hand if at work you need to negotiate, help others and come up with original ideas your job is (for now) safe from automation.



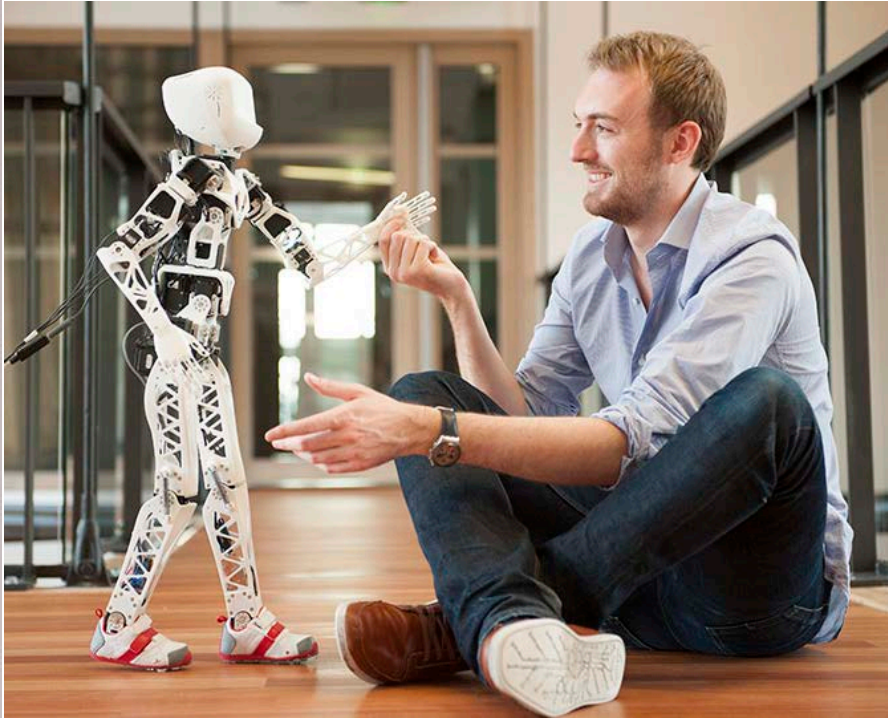


**“THE BRIGHT SIDE
OF THE FORCE”:**

augmentation!

With automation, robots and A.I. we will have all the chance to leave to robots routine and hard work and thus use our **“multiple intelligences”** (Gardner) for the benefit of mankind...

There is no doubt: in the next years we will assist to a fast growing HUMAN – ROBOT interaction also inside our offices & at work. The same already happened with computers and internet some years ago...



This means that **also HR Depts have to start studying more this** issue on multiple win-win approaches, ie not only in order to easily reduce labor costs and thus raise efficiency and margins. In other words it is HR responsibility to find out **how can we really introduce augmentation in our different and diverse “human staff”** also on a ethical perspective. Otherwise the not far risk is that one day machines will work and produce value only for other machines.

START TRAINING NOW: HR shall start adding Human-Robot interaction as a focus area by understanding more on artificial intelligence, machine perception, neuroscience, applied mechanics, philosophy, ethics and computer science as well.

#Robot - my friend

