



**THE HUMAN EDGE
IN THE AGE OF AI
NATIONAL HR
CONFERENCE 2026**

DO HUMANS STILL HAVE AN EDGE?

And if we do... will we still
have it five years from now?



Universities of Geneva and Bern



University of Geneva



University of Bern

Can AI understand emotions?

Geneva & Bern • 2025



6 AI systems. **5** emotional intelligence tests.

Emotional Intelligence



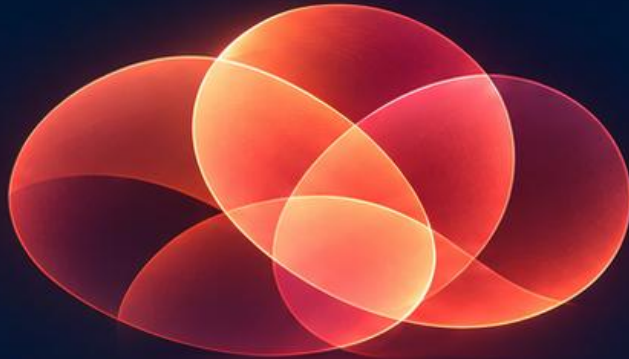
Know yourself



Manage yourself



Motivate yourself



Understand others



Build relationships

SILICON EMPATHY VS. THE HUMAN PULSE

EMOTIONAL BEING : Flesh & Blood

56% SCORE

Lived Experience & Moral Conscience

- Lived it. Felt it. Owns it.

SILICON: EMOTIONAL KNOWLEDGE

81% SCORE

Pattern Recognition & Theoretical Simulation

- Read it. Wrote it. Risked nothing.

*Knowing the textbook answer is a data point (Knowledge) —
“AI knows what empathy looks like in theory; only a human
being knows what empathy feels like in the heart.”*



**AI makes knowledge
more accessible.**

**Our Human Edge: Applying
knowledge
wisely, humanely
and responsibly.**

The calculator made sums easier.

“What can the calculator never do?”

“With the calculator doing the sums, how can we develop better thinkers?”

Our good teachers moved beyond teaching sums to developing children’s reasoning and analytical skills.



Perhaps we have been asking the wrong question.

**“What can AI
never do?”**

**“What must HUMANS
become better at doing?”**

**The Human Edge
is not our birthright.
It is something
we must keep earning.**



Let's face it.....

- **AI keeps getting more capable.**
- Let it take on more routine administration, with appropriate checks.
- **We have always wanted more time for people.
Let us honour that promise.**



As machines become
more intelligent...

CAN WE BECOME
MORE HUMAN?

How?

Develop people

Build trust

Exercise judgement

Protect dignity

Create belonging

Listen

**Strengthen our empathy, judgement and leadership
through practice.**

Dario Amodei

CEO of Anthropic - Company behind Claude

Calls for independent evaluators, shared safety standards and international coordination to pace AI development.



ANTHROPIC

Source: We Must Pace the Frontier,
September 2026

Within hours, rival AI leaders backed the call



Sam Altman

OpenAI

Supports a slower pace
and independent evaluation.



Elon Musk

SpaceX / xAI

“Dario is right.”



Demis Hassabis

Google DeepMind co-founder

Supports the direction.
Details need further work.

"നചുവത് ഹാമുറ്റുവൻതേ ,
മചുവത് ഹാമുറ്റുവൻതേ !"

**The chef asking the
health inspector to check
HIS OWN KITCHEN.**

If the Builders Need Brakes, So Do We.....

“Let us hear today how to move forward with AI—with the confidence to accelerate and the wisdom to brake.”



Today, we put the Human Edge on trial Many Perspectives

BUSINESS LEADERS

How "How to capture AI's bottom-line productivity gains without spending the workforce trust that makes results sustainable."

HR LEADERS

will draw the line: where does the tech stop and human accountability begin?"

OUR THINKERS AND ACADEMICS

Will explore how empathy is shown, and how we read people, not just dashboards.

Carry these THREE questions through the day

1

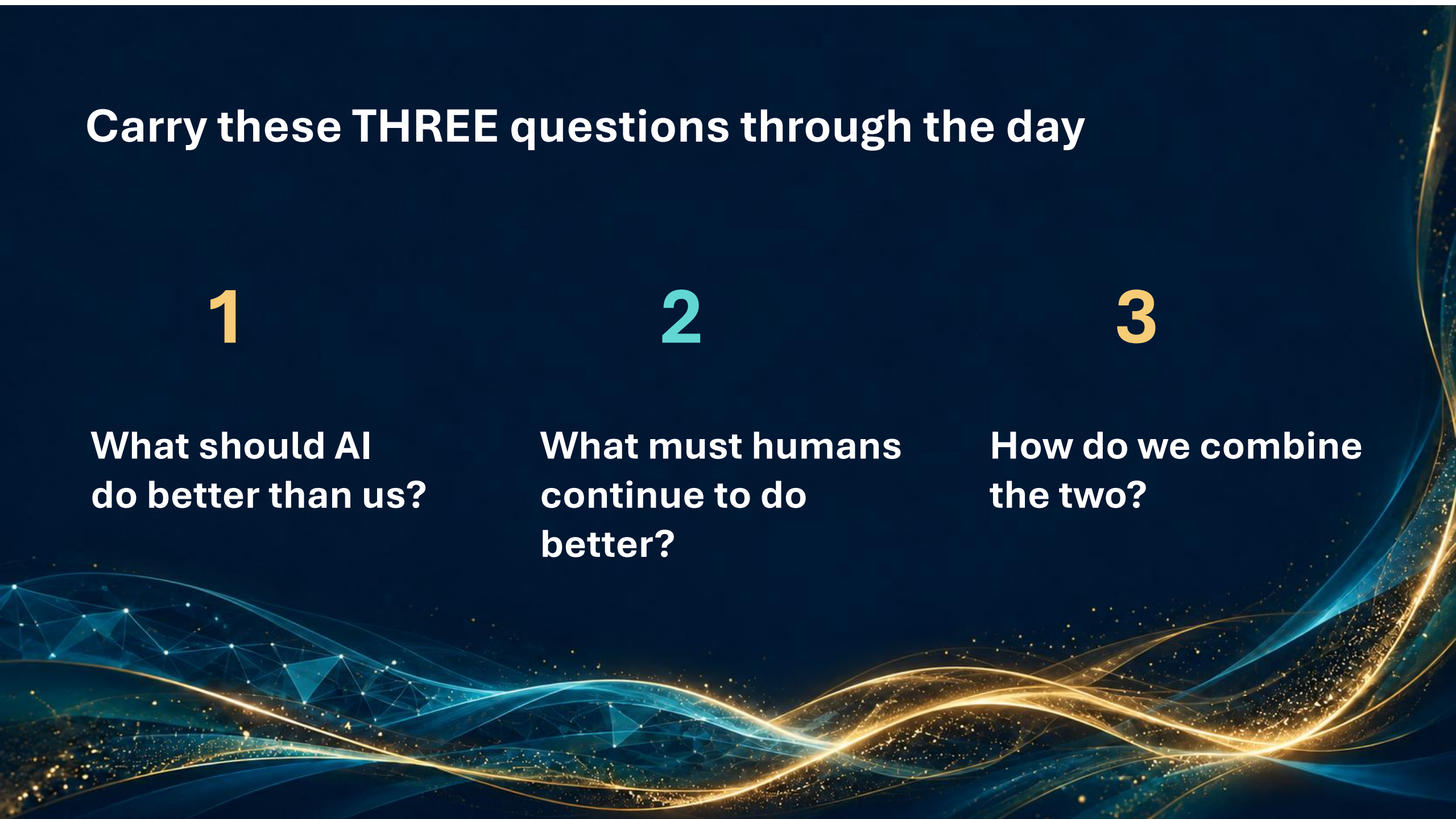
**What should AI
do better than us?**

2

**What must humans
continue to do
better?**

3

**How do we combine
the two?**



Be inspired today. Put it into practice tomorrow....!

- ✓ Remove ONE piece of administrative noise.
- ✓ Protect ONE decision that needs human judgment.
- ✓ Strengthen ONE human capability in yourself.

Thank You

The image features a dark blue background. At the bottom, there are flowing, wavy lines of golden light that create a sense of movement. These waves are interspersed with numerous small, sparkling golden particles, giving the impression of stardust or magical energy. The overall aesthetic is elegant and celebratory.