

# Have we lost our way emotionally?

**SHRM Tech 2.0**

**Opening Keynote**

20 May Opening Keynote Shiv SHRM

# Tech 2.0

with

# Emotion 0.0 ?





# **Black Smoke, White Smoke**

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# AI's PREDICTIONS

As per reports, OpenAI's ChatGPT named Cardinal Pietro Parolin as the papal forerunner before the conclave results. Notably, other AI models like Grok-2 and Gemini also gave Parolin the highest odds of winning.

**However, they  
were wrong!**



## The New Pope

**When AI was wrong**

**Black Smoke vs White Smoke**

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# IMAGINING THE VATICAN NETWORK

Three main sources were used to imagine this network-

- **Official co-memberships:**

The data revealed who works with whom and in what institutional contexts.

- **Lines of episcopal consecration:**

Each cardinal was ordained by others, and these “spiritual genealogies” built strong bonds of loyalty and recognition.

- **Informal relationships:**

These were mapped through authoritative journalistic sources, including ideological affinities, mentoring relationships, and membership in patronage networks.





# What does Technology do to human emotions?





**The Man Gaze**

**The Female  
Gaze**

**The Technology  
Gaze**



**Data is a number minus feelings**



**Insight is a  
number with  
feelings**



# Engagement Scores

	Global data	South Asia data of which India is a major part
Engaged	21 %	26 %
Not engaged	62 %	53 %
Actively disengaged	17 %	20 %

Source : Gallup

# Engagement Scores

	Global data	South Asia data of which India is a major part
Thriving	33 %	15 %
Struggling	58 %	63 %
Suffering	9 %	21 %

Source : Gallup

# Emotions at Work

<b>“I experience daily...</b>	<b>Global data</b>	<b>South Asia data of which India is a significant part</b>
<b>Stress</b>	<b>40 %</b>	<b>31 %</b>
<b>Anger</b>	<b>21 %</b>	<b>34 %</b>
<b>Sadness</b>	<b>23 %</b>	<b>39 %</b>
<b>Loneliness</b>	<b>22 %</b>	<b>29 %</b>

Source : Gallup





# What could be the issue?



**EMPLOYEES ARE INSECURE  
ABOUT JOBS AND FUTURE  
SKILLS**



**DO NOT SUBSTITUTE  
TACTICS FOR STRATEGY IN  
PEOPLE AREA**



**BUILD AUTHENTIC LEADERS,  
NOT LEADERS WHO FAF**




**INCLUSION IS A FEELING, ITS  
EMOTIONAL, EVERYTHING  
ELSE IS A NUMBER OR RATIO.**



**NEW TITLES**

**Let's rethink  
Organization  
titles for the  
emotions  
needed.**



# CHIEF TECHNOLOGY OFFICER (CTO)



## CTO as Chief Trust Officer

# CIO as Chief Inclusion Officer



Full-Form of CIO

Chief  
Information  
Officer



Welcome to Progress

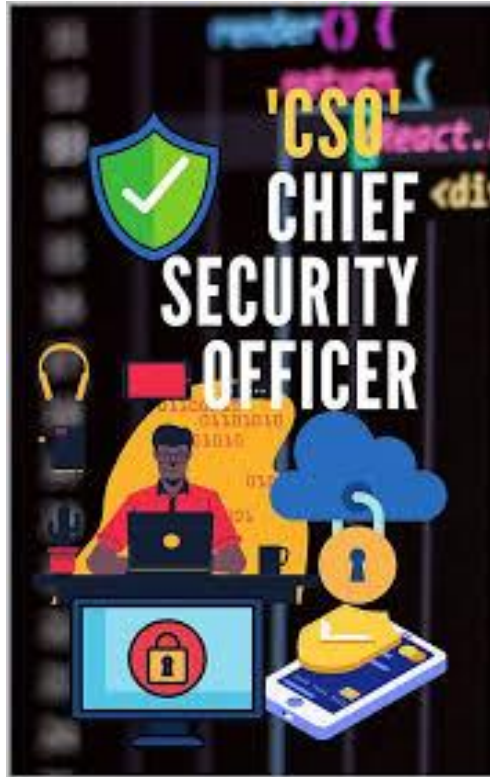
**Dr. Shirley  
Knowles**

Chief Inclusion and  
Diversity Officer

**#ProgressForTomorrow**







# CSO as Chief Safety officer

# CHRO as Chief Human Resilience Officer



# CEO as Chief Emotions Officer





## CFO as the Chief Feelings Officer

**Chief  
Feelings  
Officer**

Feeling

LOW 😞 HAPPY 😊 LOST 😞

Maa's got you covered.





**Thank You**

**Stay emotional**