Dr. Kim Hires

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The Hidden Variable: Why We've Been Measuring the Wrong Thing at Work. Artificial intelligence is changing work faster than many organizations are preparing their people to adapt. Drawing on original research examining the relationship between Al anxiety and occupational burnout, Dr. Kim explores the growing gap between technological advancement and human capacity. This keynote moves beyond prompts and platforms to address the cognitive, emotional, and organizational demands of Al adoption. Audience takeaways: Understand Al anxiety and its implications for workforce Recognize how Al changes cognitive load, emotional labor, and role Reduce resistance while strengthening trust and Lead employees through Al-driven change with greater Build the human capacity required for innovation and sustainable adoption.

The AI Capacity Gap: Why Human Capacity is the Competitive Advantage in the Age of AI. Organizations measure performance, productivity, engagement, retention, and burnout yet often overlook the underlying factor influencing them all: human capacity. In this thought-provoking keynote, Dr. Kim introduces The Human Capacity Advantage™, revealing how capacity shapes leadership effectiveness, decision-making, innovation, well-being, and sustainable performance. Audience takeaways: Understand why performance can hide depleted capacity. Recognize capacity-load misalignment before it becomes a business problem. Reframe burnout as an outcome rather than the starting Apply the Monday Morning Capacity Check™. Build environments where people and performance can