**AI Journal 3**

Technology is revolutionary. It is difficult to imagine a world without technology. Through technology, some of the things that used to seem impossible are now part of daily life and people pay them no mind. A few years ago, the idea of remote working seemed impossible and to some extent even laughable because people could not even start to imagine how that would work. However, with the current coronavirus pandemic, it has become one of the keyways that millions of people have managed to keep their jobs, businesses have managed to remain in operation, among other things. Facebook recently unveiled a vision that it had that would essentially make remote or virtual work possible. Through the metaverse, which comprises virtual worlds connected through a 3D network, people will be able to connect, interact, work, among other things through the internet. In such a world, the physical currency will be useless, hence the need for cryptocurrencies such as bitcoin, ether, among others that will make virtual interaction easier. AI is at the core of this new metaverse and other new era digital technologies.

Learning about the AI factory has brought a lot of information into light that I was previously not aware of, or rather that I did not take the time to critically study and understand how they worked. One thing that I have learned from all this is that I assumed that I understood everything that involved the way that a business could utilize AI to maximize profits. However, the virtuous cycle of the AI factory furnished me with a lot of information. I learned that the AI factory operates the way a normal factory would. It has some components such as data, process, product, people, and platform. I have also learned that the AI factory can greatly improve human capital management as the systems used can use data to learn and make improvements to the process, increasing productivity and efficiency. Through the AI factory virtuous process, workplaces of the future have better chances of being more efficient and successful as AI and machine learning is making product and service delivery more personalized.

The important thing about what I have learned is that understanding the AI factory virtuous process can offer a greater understanding of the impact that AI has or can have on businesses. A key takeaway from this lesson is that as the human capital management architects for our organizations, HRER leaders and practitioners will be challenged to develop new skill sets and mindsets. This will involve rethinking and reimagining our role and place in the AI factory. In addition, personal and professional curiosity, flexibility, adaptability, resilience, and a commitment to lifelong learning will be necessary to thrive.

Another important term that I learned is, “The Metaverse” which is a massively scaled and interoperable network of real-time rendered 3D virtual worlds, which can be experienced synchronously and persistently by an effectively unlimited number of users with an individual sense of presence, and with continuity of data, such as identity, history, entitlements, objects, communications, and payments.” The metaverse is seen as a significant step for mankind, especially in the event of a pandemic such as the Covid-19.

Lastly, not to forget to mention the importance of cryptocurrency, non-fungible tokens (NFTs) and blockchain technology.

A Cryptocurrency (or “crypto”) which is a form of payment that can circulate without the need for a central monetary authority such as a government or bank. Instead, cryptocurrencies are created using cryptographic techniques that enable people to buy, sell or trade them securely.

 A non-fungible (meaning unique, non-replaceable) token (NFT) is a unique digital code that represents some kind of digital item. It could be digital art or music, for example. An NFT is secured and stored on a public blockchain. One token is not interchangeable for another, and a token cannot be further divided. There are many different types of non-fungible tokens, and they can be created on well-known blockchains like Bitcoin and Ethereum. However, it’s very important to know two basic things about NFTs. You need two key items:

1. A MetaMask wallet, which you can download at <https://metamask.io>
2. **Ether**, the “currency” you’ll need to make transactions. You can obtain **Ether** from popular crypto exchanges such as Coinbase, accessed at <https://www.coinbase.com>

A blockchain is a data structure that makes it possible to create a digital ledger of data and share it among a network of independent third parties. There are different types of blockchains.

1. **Public blockchains:** Public blockchains, such as Bitcoin, are large, distributed networks that are run through a native token. They're open for anyone to participate at any level and have open-source code that their community maintains.
2. **Permissioned blockchains:** Permissioned blockchains, such as Ripple, control roles that individuals can play within the network. They're still large and distributed systems that use a native token. Their core code may or may not be open source.
3. **Private blockchains:** Private blockchains tend to be smaller and do not utilize a token. Their membership is closely controlled. These types of blockchains are favored by consortiums that have trusted members and trade confidential information