

The AI Competency Paradox

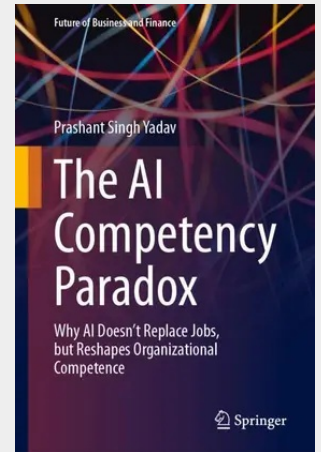
Why AI Doesn't Replace Jobs, but Reshapes Organizational Competence

This book explores how artificial intelligence disrupts the cognitive foundations of human expertise. It introduces the AI-Competency Ceiling and the Procedural Memory Paradox—concepts that explain how AI-assisted performance accelerates early skill acquisition while impeding mastery. Drawing from neuroscience, skill acquisition theory, and over 150 years of technological disruption, the book presents a revised Dreyfus model, and case studies from Netflix to Toyota demonstrating the core messages of the book. It offers strategic frameworks for preserving cognitive capital, including Strategic Workforce Management, Meta-Intelligence Development, and mechanisms for sustainable AI adoption. More than a guide to adaptation, it challenges readers to consider whether thinking remains fundamentally human when cognition is outsourced.

An essential reading for executives, strategists, policymakers, and educators navigating the tension between operational excellence and cognitive resilience.

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