

Generation KI

- Next Level Work

Dr. Steffi Burkhart [DIGITALK 2026](#)



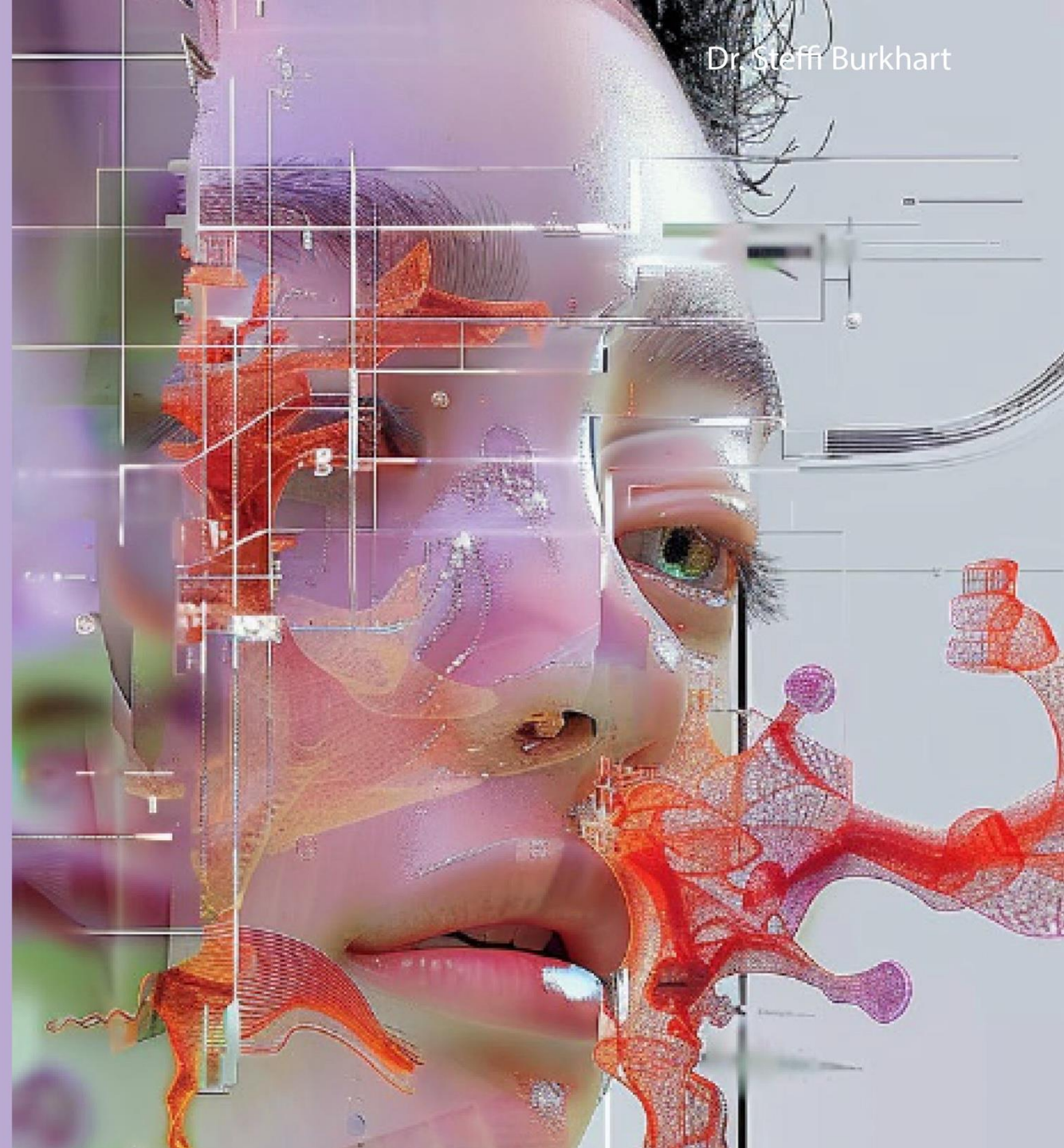
Beispiel Waymo:

Menschliche Intelligenz trifft

Künstliche Intelligenz



Ein neues Momentum in der Geschichte  
der Zeit - was jetzt erst möglich wird



Beispiel Radiologie:

Menschliche Intelligenz trifft

Künstliche Intelligenz



Diejenigen, die auf das Co-Play aus HI & AI  
setzen, outperformen diejenigen,  
die das nicht tun



Shaper von Gesellschaften

Verantwortungen verlagern sich

Dr. Steffi Burkhart



"You have to get the foundation in place"

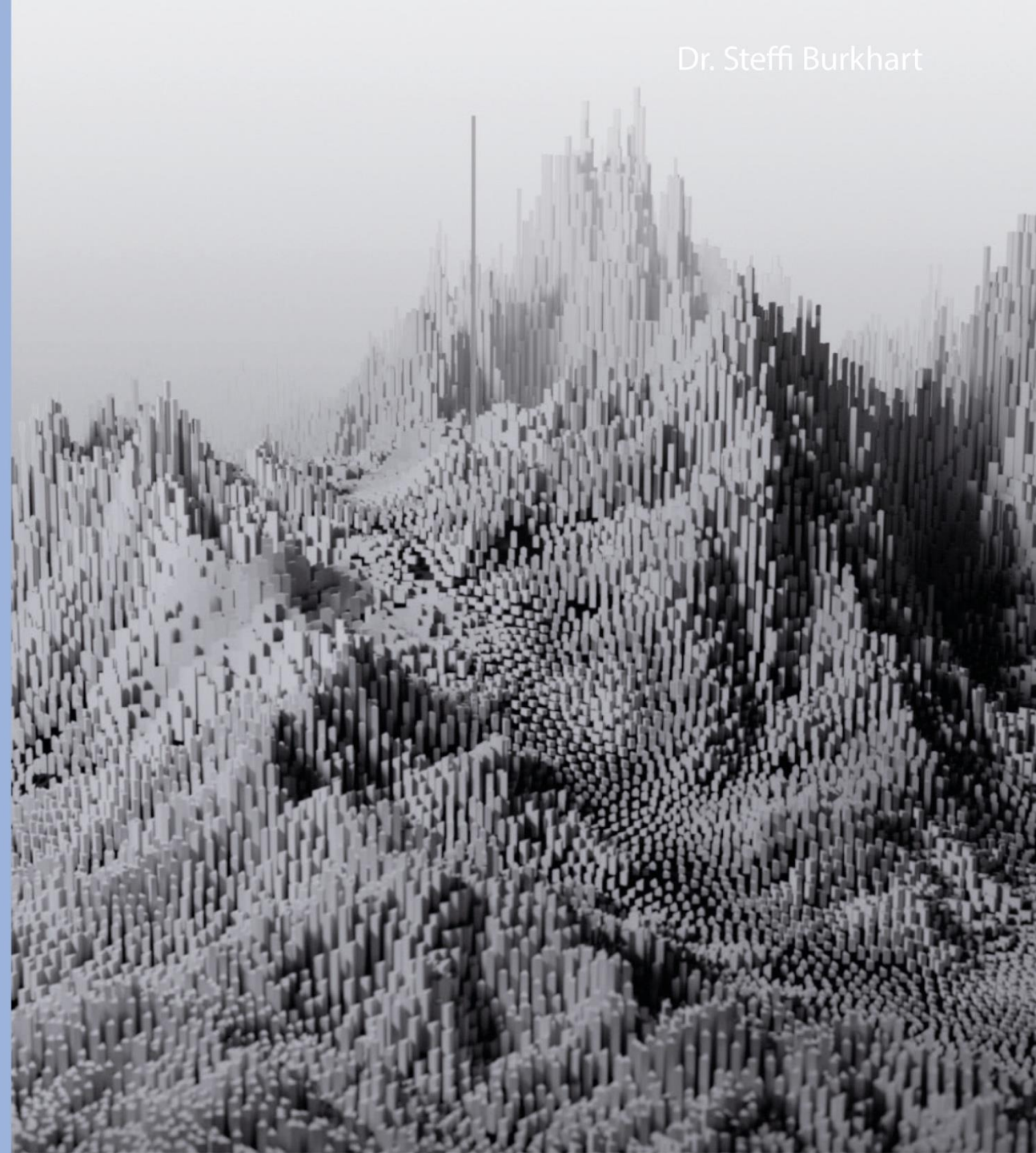
- Julie Sweet, CEO von Accenture



Leadership - Management - Fachexpertise

„Mögen Sie Menschen wirklich?“

- Prof. Wolfgang Jenewein, St. Gallen



Inspiring Leadership / Teaching  
wird zur neuen Normalität



Handy Experiment



Was wir kennen, wie wir arbeiten, was uns wichtig ist,  
wie wir denken - all das sieht unterschiedlich aus,  
je nachdem, wann und wo und mit welchen Tools  
wir aufgewachsen sind



Be Leading in Teaching!

"Best Learning & Development Experience"



"Haben wir die Fähigkeit, unsere Community kontinuierlich in die Zukunft zu entwickeln?"



2030 bestehen 75% der Belegschaften  
in Deutschland aus den Generationen  
Y (\*1980-1995), Z (\*1995-2010), und  
Gen Alpha (\*2010-2025)

Dr. Steffi Burkhart



Der Talentpool

und seine neuen Spielregeln

Dr. Steffi Burkhart



Wenn der Status-Quo

von Politik, Gesellschaft, Wirtschaft,

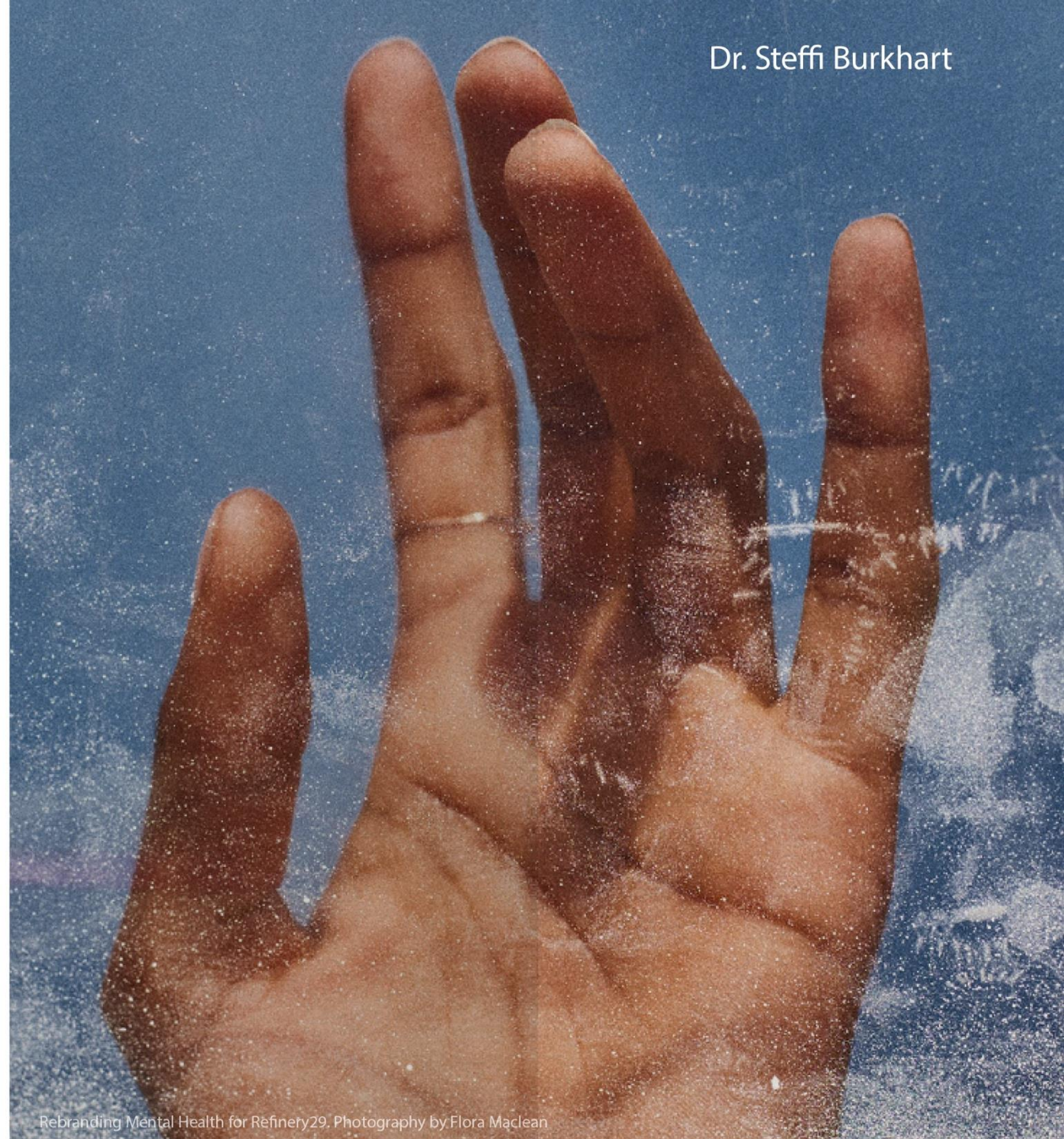
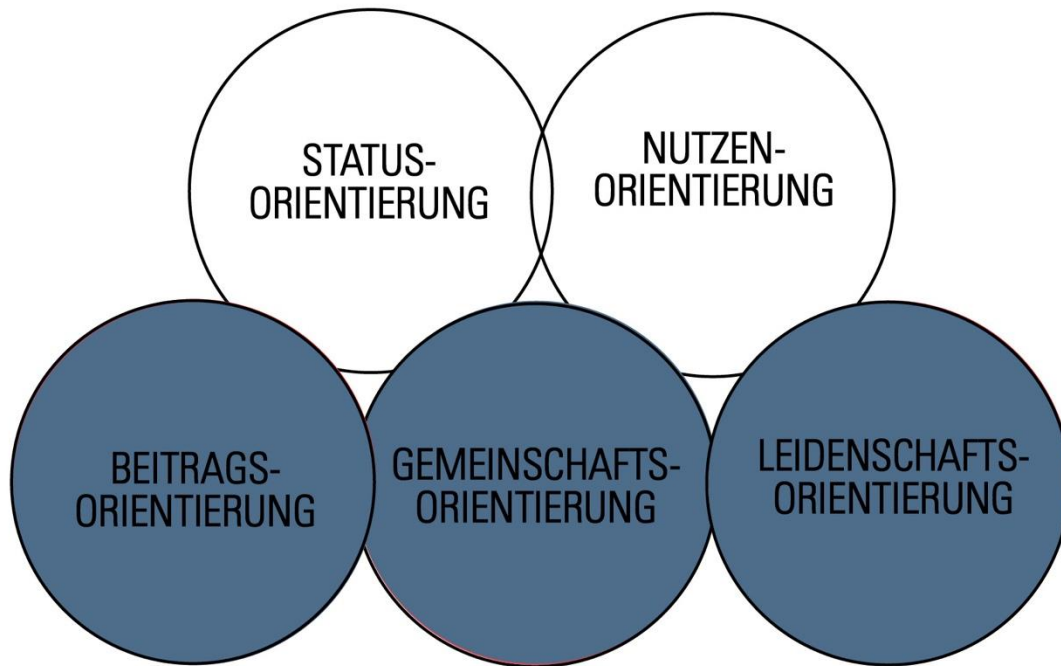
Arbeit, Erfolg, Karriere und Bildung in Frage

gestellt werden



5 Antreiber

sinnvoller Arbeit



Der Talentmarkt wird immer enger  
und spitzt sich weiter zu



Dr. Steffi Burkhart

## Entry-Level-White-Collar Jobs

Die Gefahr eines kognitiven Entwicklungsproblems  
von Youngsters



# Precision Proactivity: Measuring Cognitive Load in Real-World AI-Assisted Work

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Systems like ChatGPT and Claude assist billions through proactive dialogue—offering unsolicited, task-relevant information. Drawing on Cognitive Load Theory, we study how cognitive load shapes performance in AI-assisted knowledge work. We recruited 34 financial professionals to complete a complex valuation task using GPT-4o and developed a transcript-based framework estimating intrinsic and extraneous load from computational indicators anchored in a task decomposition and knowledge graph. Across 1,178 participant-subtask observations, AI-generated content usage is positively associated with quality, while extraneous load shows the largest negative association—roughly three times that of intrinsic load. Mediation reveals a compensatory pathway partially offsetting but not eliminating load-related deficits. Extraneous load persists within speakers and spills asymmetrically to model responses. Model-initiated task switching is the strongest predictor of decline. Expertise moderates these dynamics: less experienced professionals face larger penalties and derive greater marginal gains from AI-generated content, yet are not those who most increase uptake under load.

CCS Concepts: • Human-centered computing → Empirical studies in HCI; HCI theory, concepts and models; • Computing methodologies → Artificial intelligence.

Additional Key Words and Phrases: Artificial Intelligence (AI), Human-AI Interaction, Proactive Systems, Cognitive Load

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## 1 Introduction

The productivity promise of AI rests on the assumption that systems can proactively help workers navigate complex problems and compensate for variability in human expertise [1]. Proactivity—offering unsolicited, task-relevant information—has been linked to engagement [2] and efficiency [3], yet maintaining coherence in extended task-oriented dialogue remains difficult [4]. In high-stakes knowledge work, even ostensibly helpful assistance increases coordination demands: users must select what to trust, integrate it with prior context, and maintain a coherent task representation across turns. These added processing costs can undermine performance when interaction structure becomes cluttered or misaligned [5].

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# Your Brain on ChatGPT: Accumulation of Cognitive Debt when Using an AI Assistant for Essay Writing Task<sup>△</sup>

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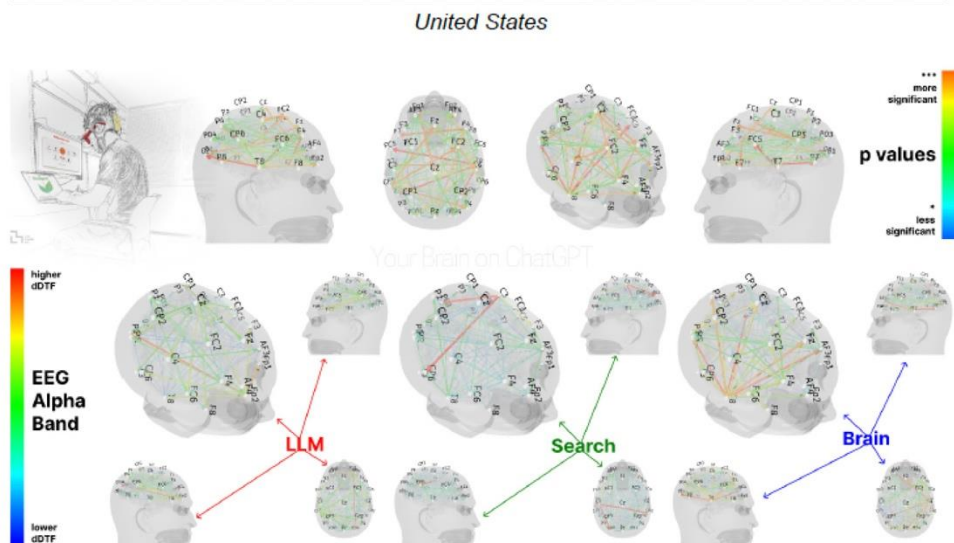
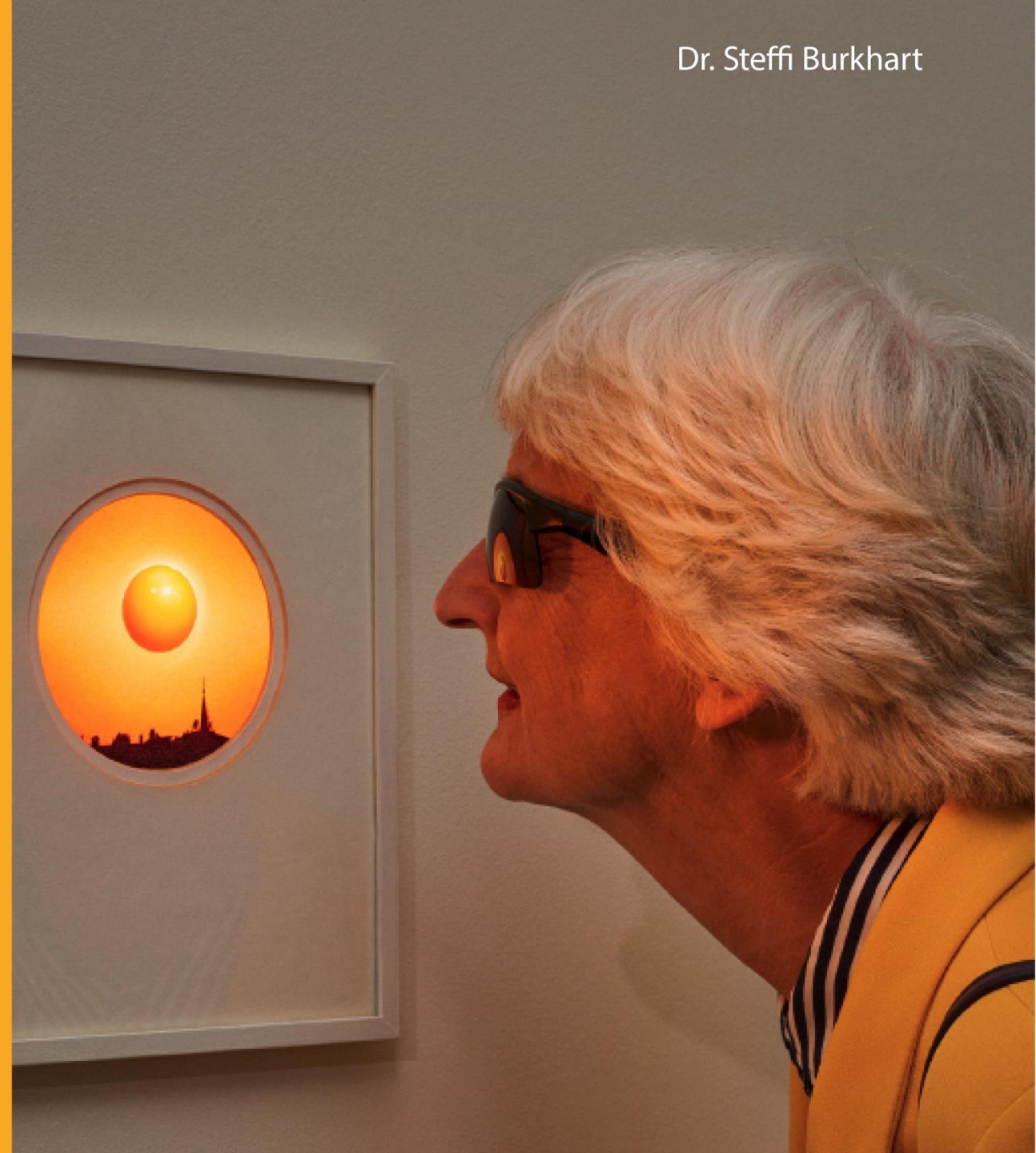


Figure 1. The dynamic Direct Transfer Function (dDTF) EEG analysis of Alpha Band for groups: LLM, Search Engine, Brain-only, including p-values to show significance from moderately significant (\*) to highly significant (\*\*\*)

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Die neue Realität verlangt  
nach einem fluiden Mindset,  
einem Beta State of Mind



What if ...

die Generationen Y, Z und Alpha zukünftig nicht mehr von Umsatz, Gewinn und Wachstum motiviert werden können so wie es noch bei den Babyboomern und Generation X der Fall war? Wenn extrinsische und finanzielle Anreize nicht mehr ausreichend sind, um Talente zu gewinnen und zu halten?

What if ...

die Frage nicht lautet "Wie finden wir die Talente von morgen?",

sondern "Wie werden wir die Organisation, die die Talente von morgen finden will?"

What if ...

wir schon heute eine Superintelligenz haben?

Woher wissen wir das?

What if ...

wenn Gott 2030 auf der Welt ist und wir mit Gott sprechen könnten und er all unsere

Wünsche erfüllt? Wir verfügen dann über eine "God-like AI".

Welche Wünsche wären das?

Was ist Ihre Super-Power?

The End.

[www.steffiburkhart.de](http://www.steffiburkhart.de)