

Pensar para transformar

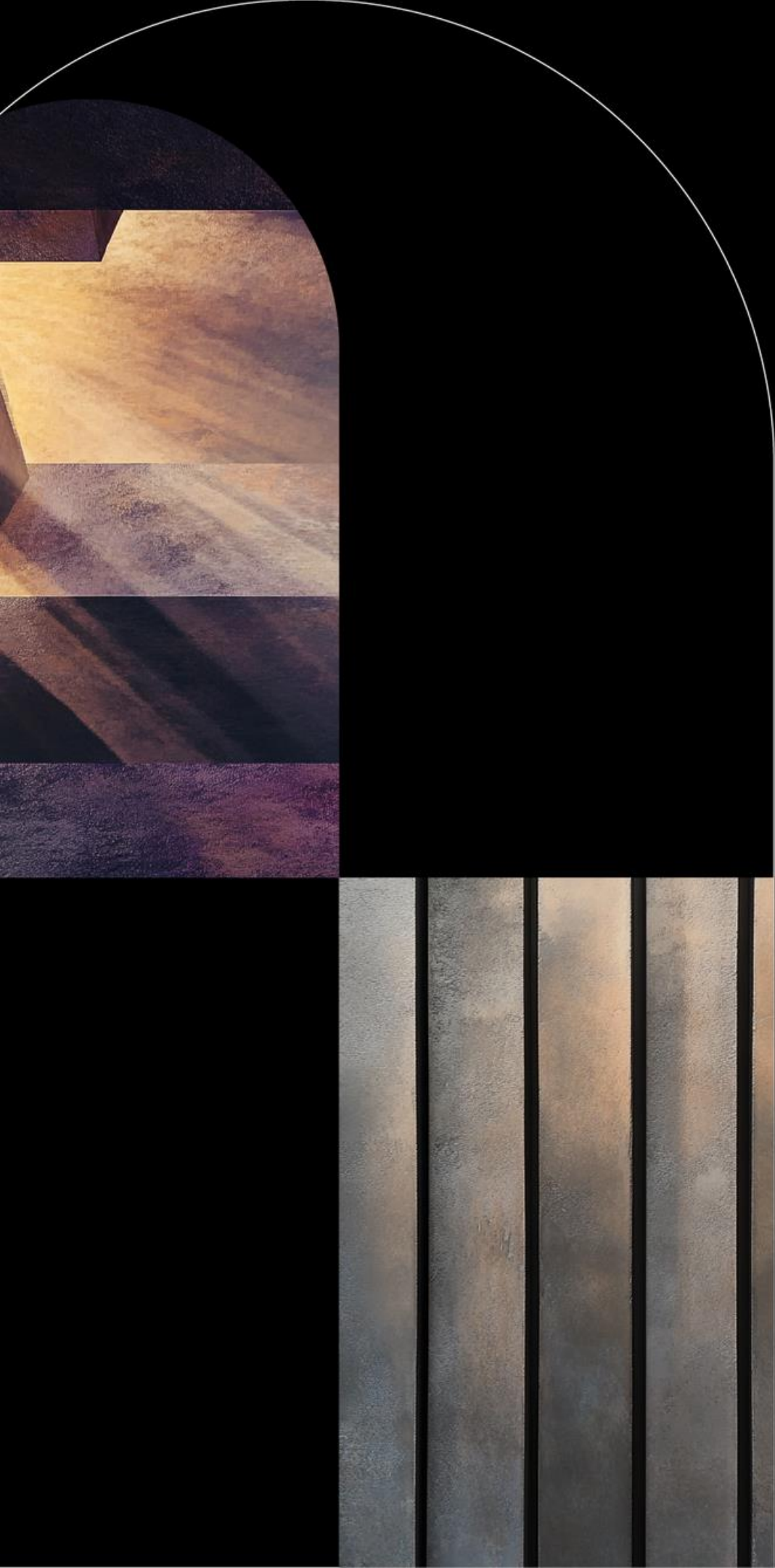
Francisco de Lara

XXV Encuentro de desarrollo sostenible



acción
empresas

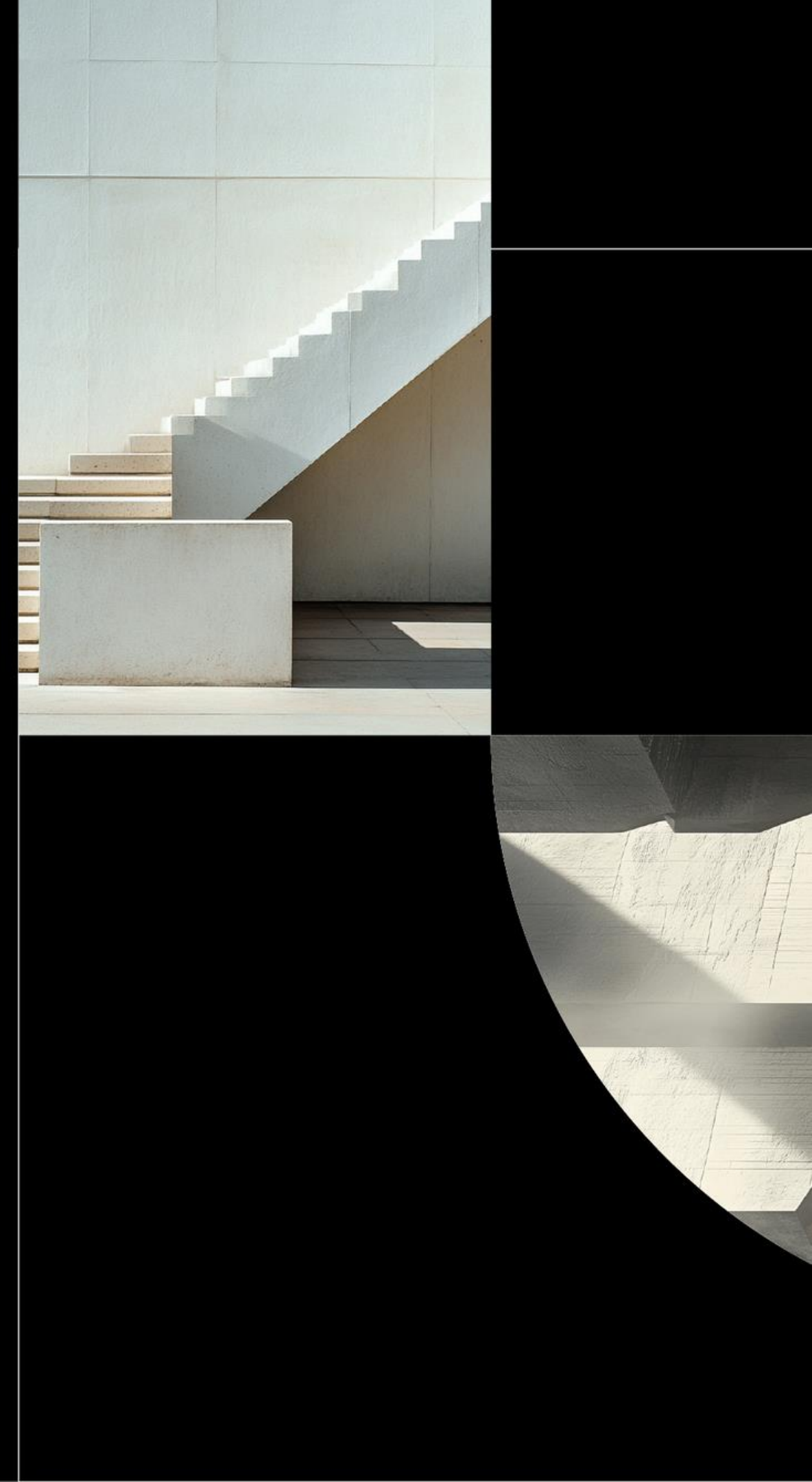




Think Club

Thinking about the future

AND MUCH MORE





Sostenibilidad:

Dimensión social y medioambiental

People, Planet, Profits:

De beneficencia a condición de posibilidad

Desafíos políticos e
ideológicos

+

Desafíos
tecnológicos





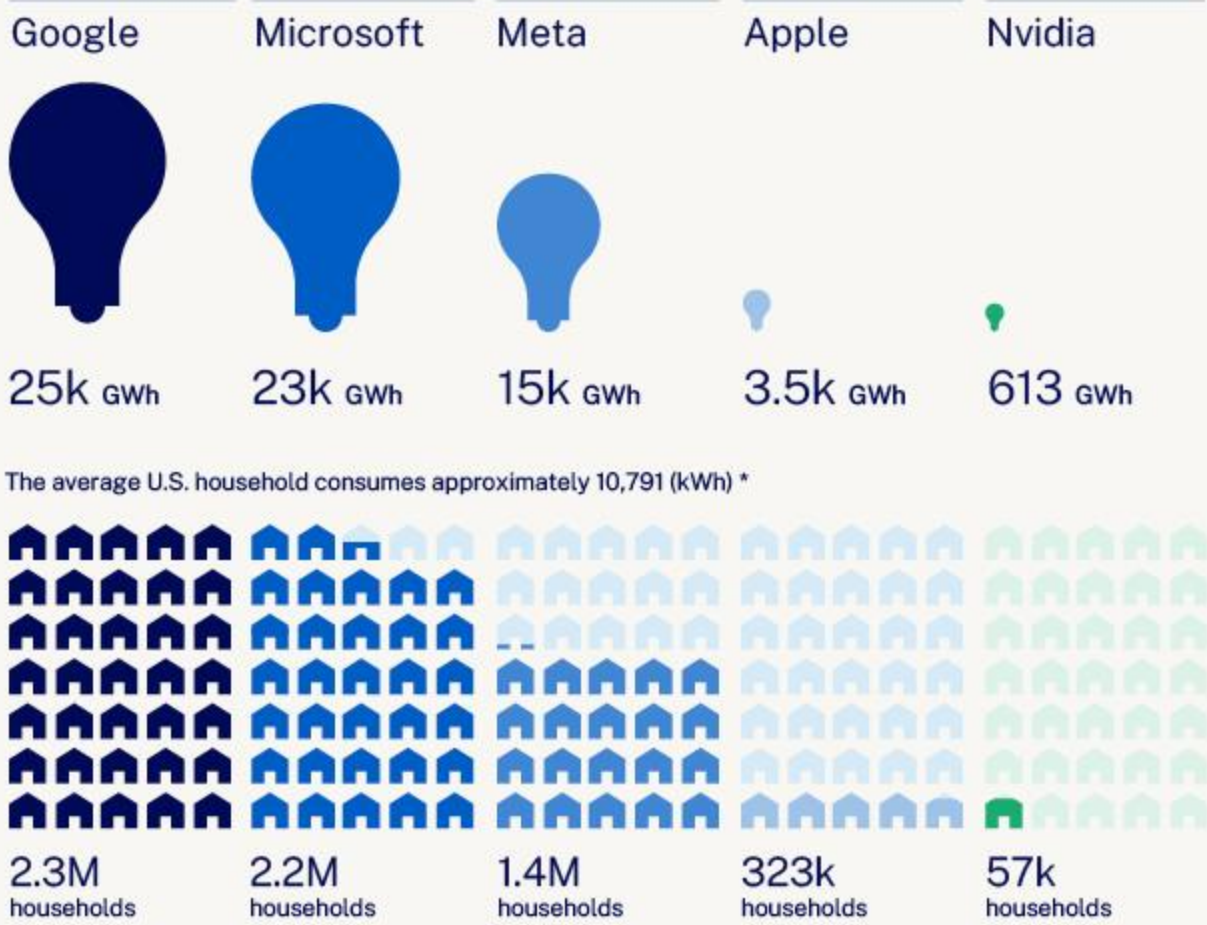
- IA Generativa y Agéntica
- Robótica
- Computación cuántica
- Biotecnología
- Blockchain y Criptomonedas

Big AI's Dirty Secret

Power party!

Who uses the most electricity?

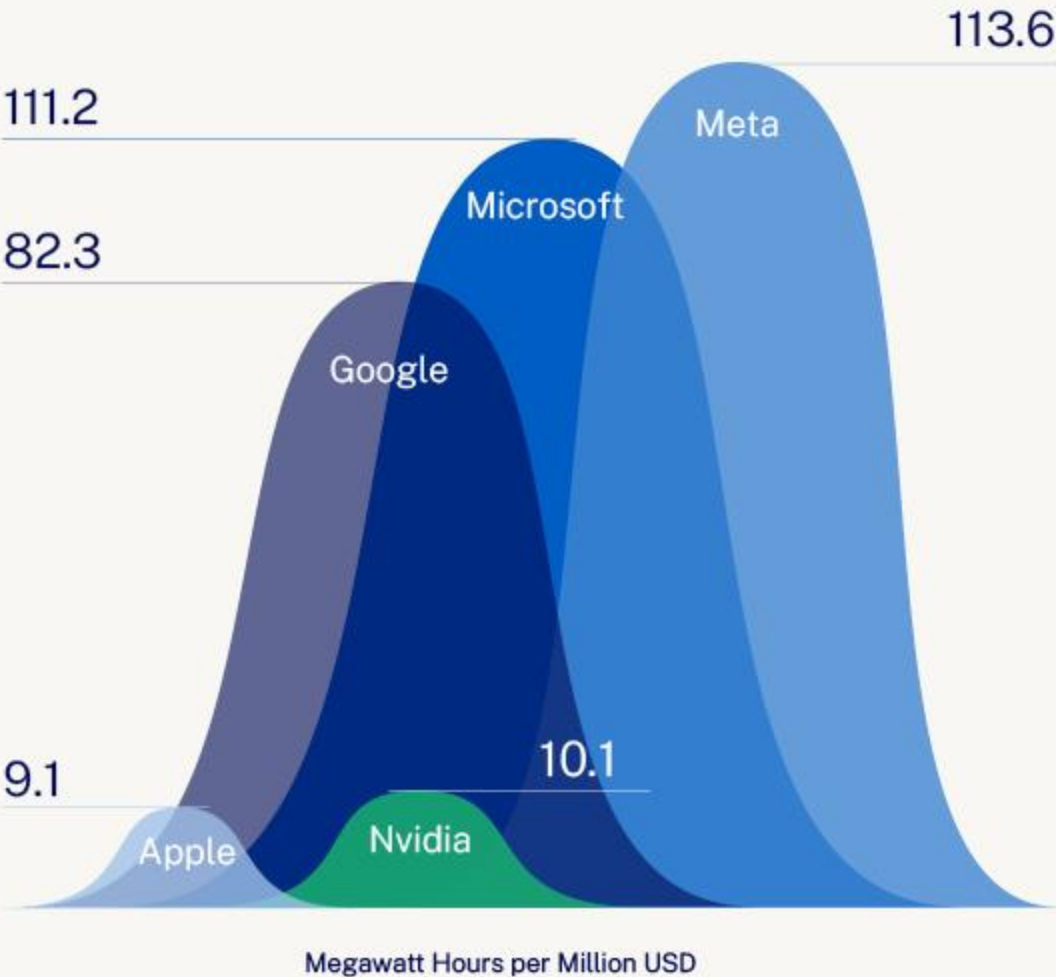
Electricity consumption in gigawatt hours



Microsoft's annual electricity use could power 48 Disneyland Paris parks for an entire year! That's a lot of 'it's a small world' rides! **

Bang for buck!

How much energy is used per million dollars earned?

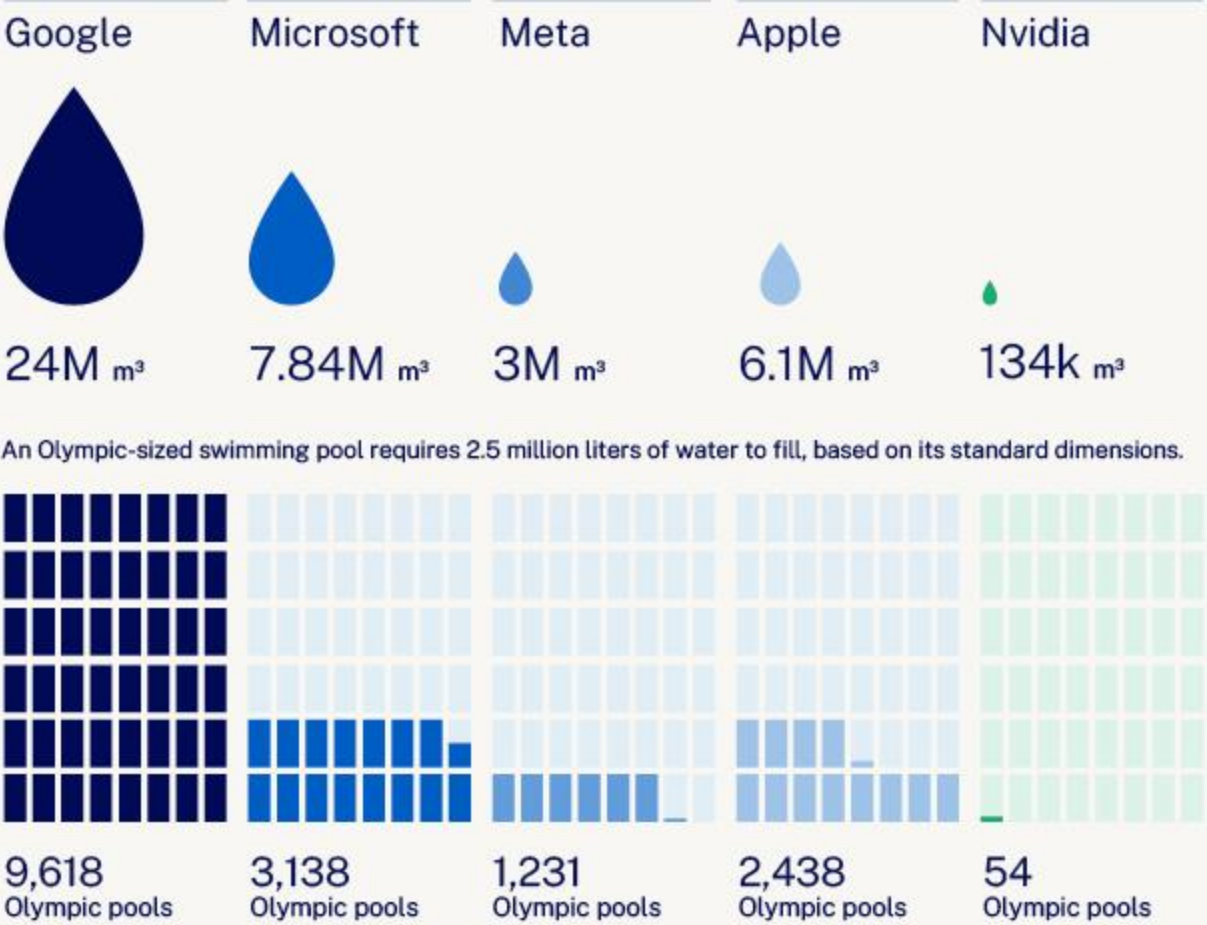


Apple makes \$1M in sales with the same electricity needed for 152 full EV charges!

Splash zone!

How much water do they use?

Water consumption in cubic meters



Google's annual water consumption could fill over 120 million bathtubs — enough for almost everyone in Japan to take a bath!

Fun facts

All figures are based on the latest available annual data report

Google: 2023 Environmental report
Meta: 2024 Sustainability report
Apple: 2024 Environmental progress report



Google's annual energy could brew over 1 trillion Nespresso cups

<https://www.nytimes.com/wirecutter/reviews/best-nespresso-machine/>

Microsoft: 2024 Environmental sustainability report data fact sheet
Nvidia: 2024 Sustainability report



Microsoft's annual water consumption could fill 9 thousand Boeing 747-400 jets

https://www.boeing-747.com/fun_facts_from_boeing.php

* <https://www.eia.gov/tools/faqs/faq.php?id=97&t=3>
** <https://www.pv-magazine.com/2022/04/22/first-milestone-for-solar-carport-at-disneyland-in-paris/>



These five major tech companies consume ~1.7% of U.S. electricity

<https://www.eia.gov/totalenergy/data/monthly/>

IMD / TONOMUS Global Center for Digital and AI Transformation



Profits: ✓

Planet: ✓

People: ????

graph) News Sport Business Money Opinion UK Home Health Lifestyle Schools Culture Puzzles

Economy Companies Markets Tech

Britain's graduates 'left on the scrapheap' as entry-level jobs disappear

Throat-throat competition for fewer roles means even a first-class degree can't guarantee work

Taggart

Fewest graduate vacancies since the pandemic

Graduate job postings per million jobs

10,000

AI is wiping out entry-level jobs — and the impact is already here

As companies automate faster, entry-level white-collar jobs are vanishing and AI is replacing junior staff across industries — raising unemployment and reshaping the future of work

Omer Kabir/Calcalist | 06.09.25 | 07:21

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Related Topics Artificial Intelligence High-tech AI

AI And The Vanishing Entry-Level Job: The Changing Future Of Work

By Larry English, Contributor

Published Aug 12, 2025 at 01:41

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FINANCIAL TIMES

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AI is coming for (some) finance jobs

The coming quant crunch?

Member-only story

You're Not Imagining It — Entry-Level Jobs Are Vanishing

The entry-level job market is a lie

George J. Ziogas Follow 4 min read · Aug 7, 2025

1.6K 33

OPINION > EDUCATION

THE VIEWS EXPRESSED BY CONTRIBUTORS ARE THEIR OWN AND NOT THE VIEW OF THE HILL

There are no entry-level jobs anymore. What now?


BY DANA STEPHENSON, OPINION CONTRIBUTOR · 08/20/25 11:00 AM ET

Google News

FINANCIAL TIMES

Is AI killing graduate jobs?

Factors including economic uncertainty and offshoring may be more responsible for a decline in entry-level roles



Personal Finance Add to myFT

It's been a terrible year to graduate and find a job

Students are making more job applications than ever — and their success rate is among the lowest in at least 30 years

Business

Saturday 12 July 2025

UK graduates lose out as AI 'fills' entry-level jobs

Isabel Woodford

UK graduate job openings at lowest level since 2018

New data shows employers holding off hiring and seeking to cut costs by using AI



The number of roles advertised for recent graduates was 33% lower than a year ago, according to data from Indeed © Chris Ison/PA Wire

Entry-level jobs are disappearing — Gen Z learn these crucial skills to get ahead

1:18 p.m. ET

6 Comments



via Hydrus/Dreamstime

Member-only story

The Disappearing First Job

How AI Is Shutting the Door on Entry-Level Careers

Pete Weishaupt Follow 4 min read · Jun 6, 2025

THE SHIFT

For Some Recent Graduates, the A.I. Job Apocalypse May Already Be Here

The unemployment rate for recent college graduates has jumped as companies try to replace entry-level workers with artificial intelligence.



How AI is reshaping the career ladder, and other trends in jobs and skills on Labour Day

Apr 30, 2025

TECHNOLOGY EXECUTIVE COUNCIL

AI is not just ending entry-level jobs. It's the end of the career ladder as we know it

PUBLISHED SUN, SEP 7 2025-10:26 AM EDT

Trevor Laurence Jacklins

UK graduates facing worst job market since 2018 amid rise of AI, says Indeed

Startups.

Starting Funding Running Growing News Startups

Home News

Entry-level roles decline as employers face AI pressure

Entry-level job vacancies have faced a steep decline since the launch of ChatGPT, but replacing human talent could hinder long-term growth and innovation.

AI cuts begin at the bottom: Entry-level jobs disappear in the age of automation

New data shows a sharp decline in job listings for roles AI can now perform.


Omer Kabir 11:32, 08.06.25

Opinion Artificial intelligence

A white-collar world without juniors?

Professional business models may need to change if novices lose the opportunities to learn and progress when AI takes over their work

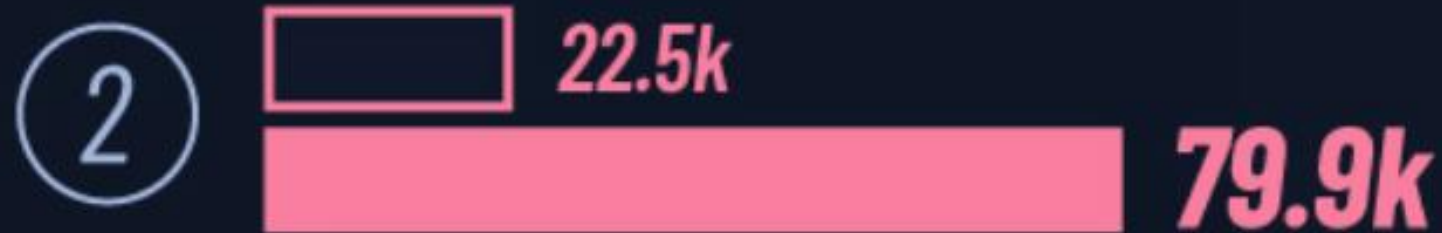
SARAH O'CONNOR Add to myFT



Government **Announced layoffs as of June 30, 2024**



Retail



Technology



Services



Consumer Products



• Tech layoffs are up 27% compared to the first half of 2024, spurred by AI disruption and visa uncertainties.

• The DOGE department was the main source of layoffs, primarily seen in the federal government.

LAYOFFS

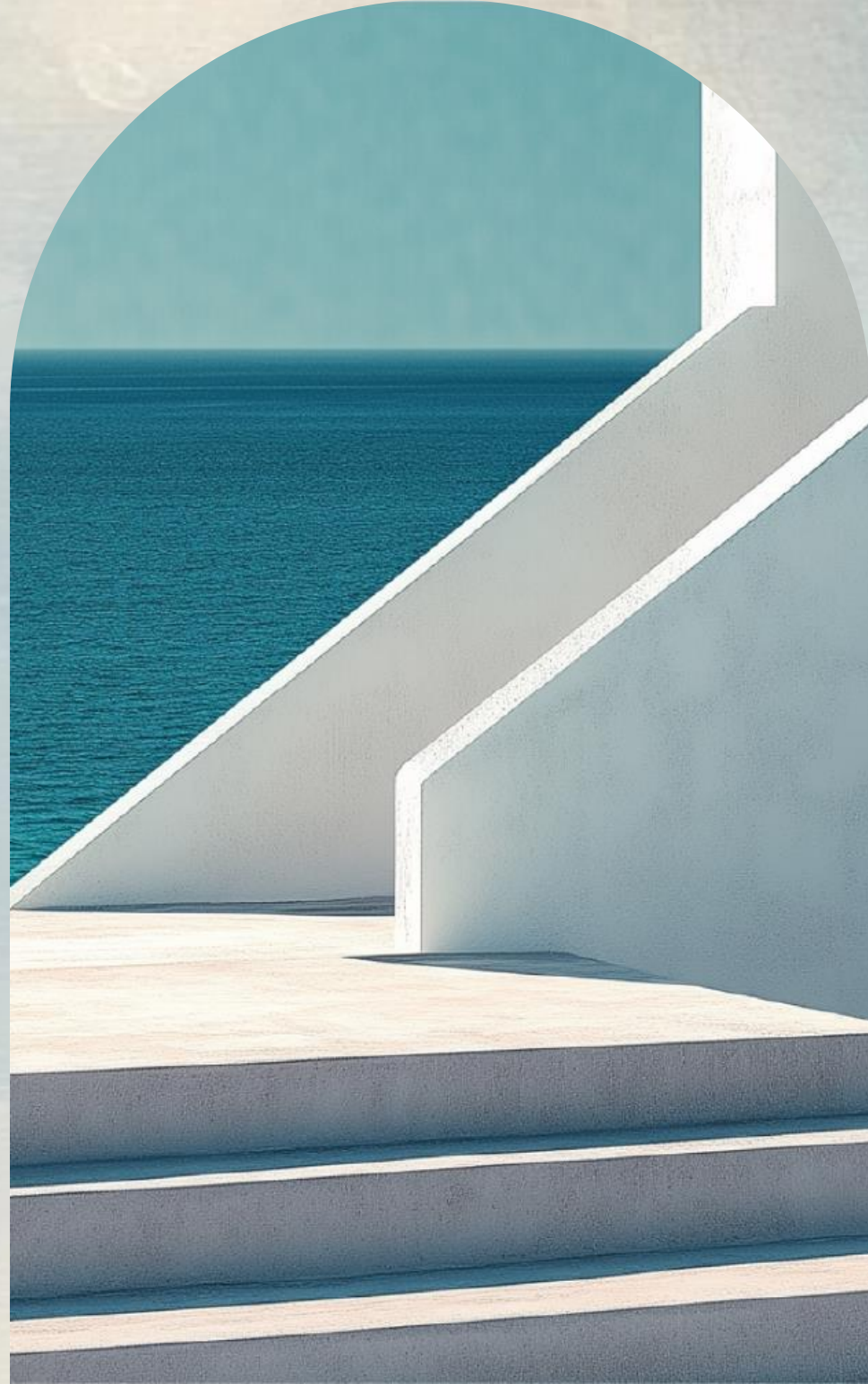
By U.S. Industry



¿Seguirá siendo 'People' una
condición de posibilidad?



La *docta ignorantia*:
Saber que no se sabe



Liderar desde la **lucidez**

Diseñar un futuro

Hacerlo pasar

Improvisación

*“Me está comiendo
el día a día, no
tengo tiempo para
pensar”*

Conformismo

*“Nos falta pensar
más “fuera de la caja,
siempre hacemos lo
mismo”*

Urgentismo

*“Todo es urgente y
siempre andamos
apagando incendios”*

Desconfianza

*“Cada persona cuida
su rancho y no
puedo confiar en
nadie para delegar”*

Descoordinación

*“Mucho bla bla y
poca acción,
muchas cosas
quedan en el aire”*

Diseñar un futuro

Hacerlo pasar

**Inteligencia
reflexiva**

¿Cuál es
“realmente” el
problema?

**Pensamiento
crítico**

**Inteligencia
creativa**

¿Qué podríamos
hacer que no
hagamos ya?

**Mentalidad
estratégica**

**Inteligencia
ética**

¿Qué nos parece
apropiado

**Discernimiento
ético**

**Inteligencia
relacional**

¿Con quién cuento
y cómo creo
“puentes”?

Gestión del poder

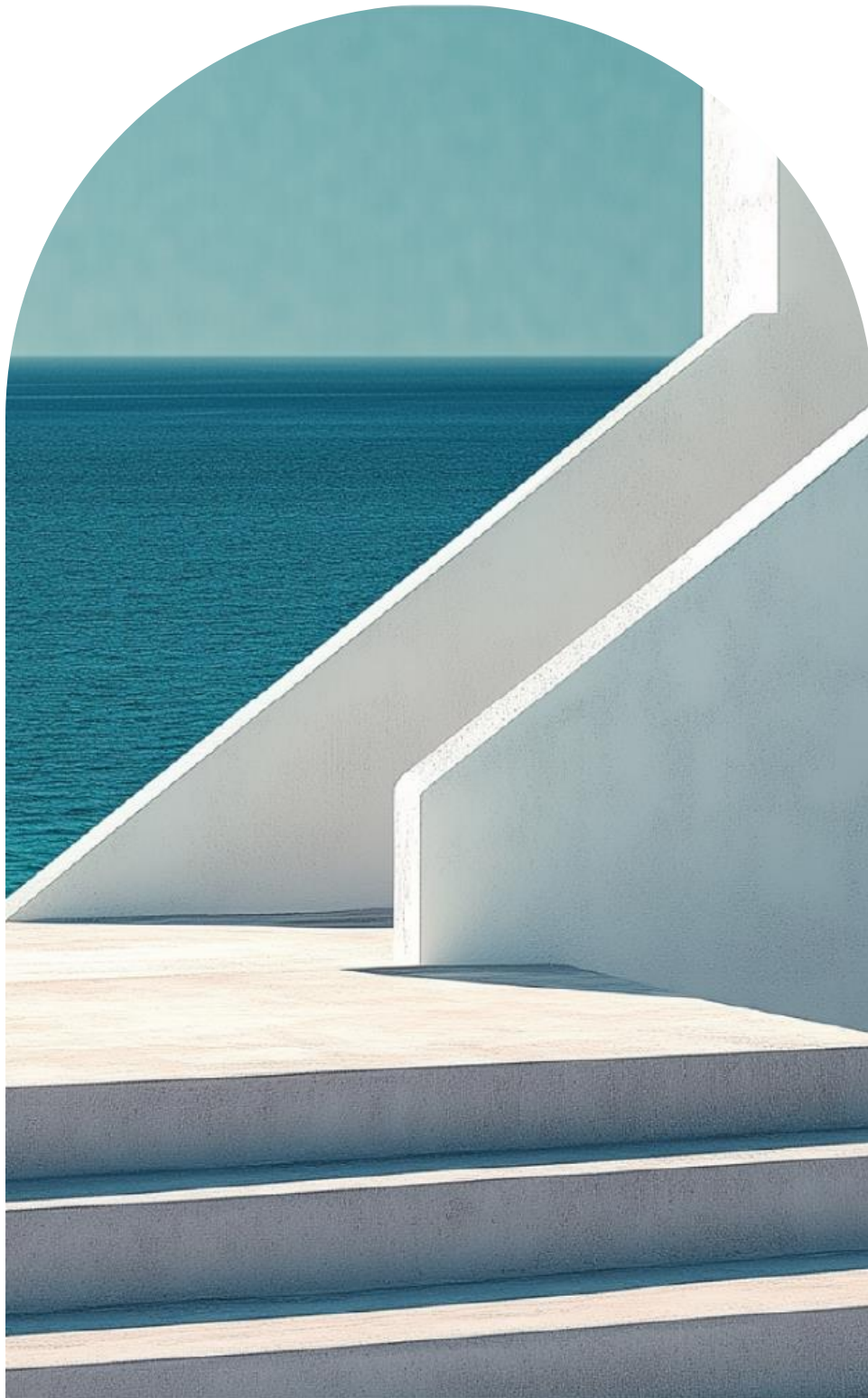
**Inteligencia
motriz**

¿Quién hará qué y
para cuándo?

**Colaboración
radical**

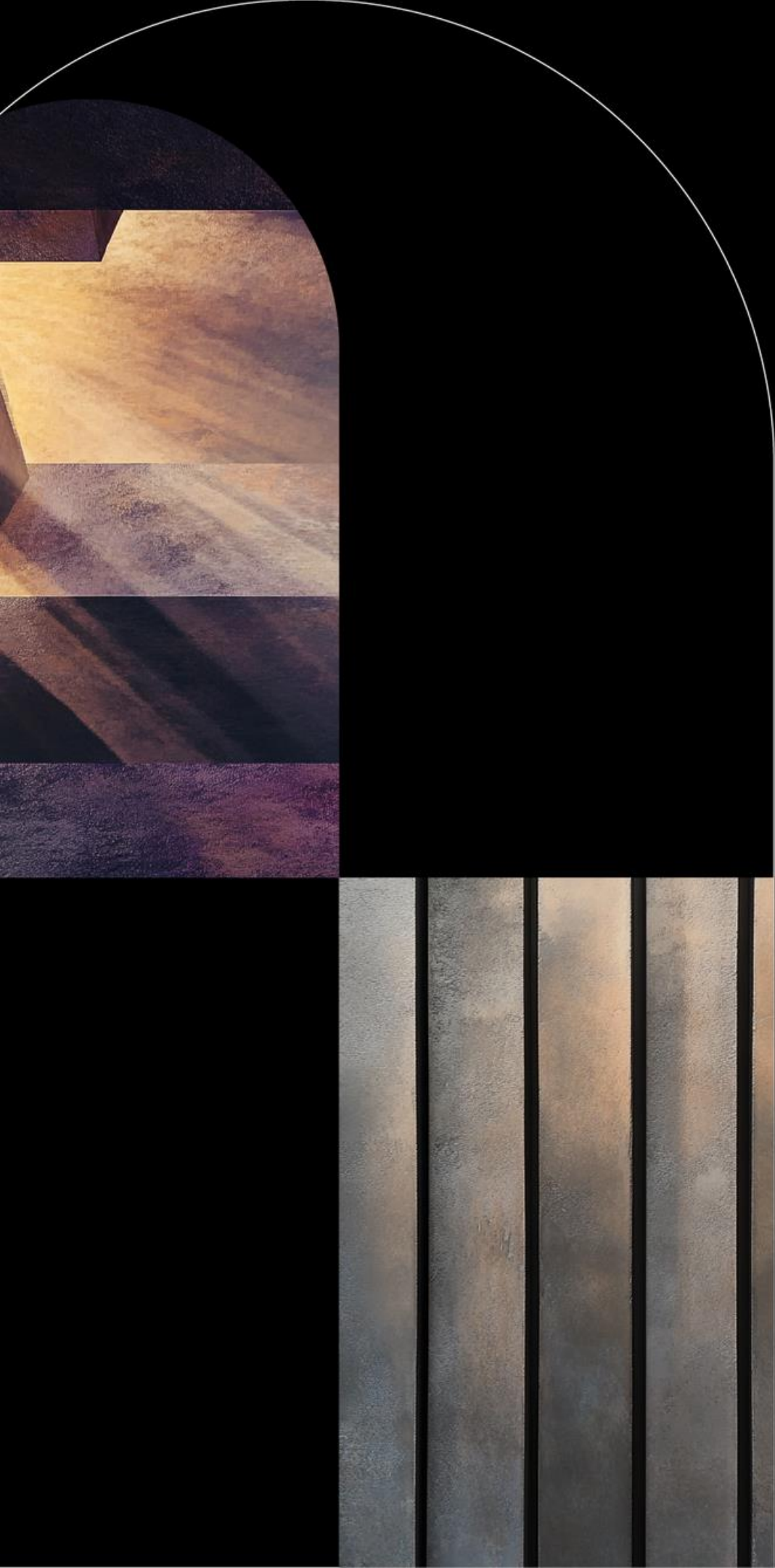
Metodologías para el desarrollo de habilidades de liderazgo efectivo

Inteligencia reflexiva	Inteligencia creativa	Inteligencia ética	Inteligencia relacional	Inteligencia motriz
Pensamiento crítico	Mentalidad estratégica	Discernimiento ético	Gestión del poder	Colaboración radical
<ul style="list-style-type: none">-Subir al balcón-Analizar supuestos	<ul style="list-style-type: none">-Pre-mortem-Soluciones “imposibles”	<ul style="list-style-type: none">-Dilemas éticos-Test de priorización	<ul style="list-style-type: none">-Hacer ofertas-Mapa de aliados	<ul style="list-style-type: none">-Compromisos-Follow-up list



¿Cómo lidero una transformación sostenible en este nuevo escenario?

¿Cómo cambio mi conversación y la de mi empresa / colaboradores?



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Thinking about the future

AND MUCH MORE

