



## CONCEPT 2023

The pandemic accelerated a series of transformations that today appear irreversible. Radical changes and innovations are causing the development of ever more powerful technologies in all fields, ranging from social structures, cultural, economic, and even geopolitical. Rapid, silent, and non-violent processes in the digital, energy, and environmental fields come from a strengthened need for sustainability and modernization of society. However, these changes are not immune from difficulties that often affect the populations and the economic system of nations. The growth of inequalities linked to the economic crisis corresponds to the rise of the newfound strength of the digital world. An asymmetry of economic resources that produces intolerable situations of uncertainty, concerns about the relationship between democracy and new technologies, and a lack of transparency.

For years, the Diplomacy Festival has been reflecting and hosting debates on real and perceived risks, in both present and future scenarios at a national, regional and global level. This year, as part of our various debates, questions will be posed about the value of innovation and the reliability of those who collect, analyze, and use the sensitive data which is put into circulation on the web every day. We would also like to remind our audience that a migration from the internet of things to the internet of people, if poorly managed makes the cyberspace, which by its nature has no borders, a huge regulatory and legal black hole. Europe and other national governments continue a push towards blind adoption and adherence of new operating methods dictated by technology and in particular by algorithms, which simply cannot be trusted.

The aim of the Festival is to bring the individual and his fundamental rights back into the spotlight. We wish to place our bets on human capabilities and on the role that mankind will play in our relationship with technologies based on Artificial Intelligence. Over time, humans could quickly succumb to the various strengths of Artificial Intelligence, however, it is our hope that by raising awareness everything possible will be done and regulated to preserve humanity's respect, safety, and dignity. In addition, the economic and environmental sustainability of our future is based not only on the adoption of new technologies but also on the retraining of the global workforce, institutions, companies, and communities around the world. This approach certainly lends itself to Diplomacy and the International Relations sector, for which a redefinition of the concepts of skills and competencies in this new age becomes necessary and fundamental. Two terms that sound similar but actually differ quite a bit from one another, often to the point of creating confusion and delays in the development of programs and projects.

The question that the XIV edition of the Festival will try to answer is therefore: what are the skills and competences we will need in the near future? By skill we mean the ability to carry out actions to achieve pre-determined results. Whatever the field of activity is, from diplomacy to cyber security, skills are the keys to success. Whether it's hard skills, i.e. the technical knowledge to perform a specific job; or soft skills, the abilities to work on a team or



**Festival  
della  
Diplomazia**  
DIPLOMACY  
XIV Edizione

BETTING ON THE HUMAN FACTOR  
IN A MACHINE WORLD.

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to behave in specific environments to reduce or eliminate conflicts, knowing how to listen, communicate, speak in public, these are the necessary qualities to work in an increasingly complex world characterized by continuous and sudden changes. The field of competencies is different, which in order to obtain results requires the combination of skills, knowledge, experiences, behaviors, rituals and respect for traditions. Though these increased technological capabilities have the ability to reduce the workforce, the demand for highly skilled workers has grown.

Does Diplomacy have a clear picture of the kind of expertise and standards needed to live up to its century-old history? Today's labor market in the field of international relations is hyper-competitive: it is no longer enough to have a degree or non-specific technical knowledge. What are the skills needed to have an edge? Also the other transformations underway (geopolitical, energy, climatic, demographic, environmental, of the world of work, cybernetic security, health, etc.) are determining a mutation and an evolution of the skills necessary to face them. This is why the Diplomacy Festival in October 2023 will host the discussion and examination of which are the most sought-after skills, today and in the years to come. By doing so, our event should shed light onto younger generations so that they can be best prepared for what is coming. Because, in future scenarios, it will be increasingly important to bet on the human factor.