

IFKAD
International Forum on Knowledge Asset Dynamics

28 - 30 JUNE 2027

IFKAD 2027

22nd International Forum on Knowedge Asset Dynamics

University of Basilicata, Matera, Italy

The Ecology of Knowledge in the AI Era

CALL FOR EXTENDED ABSTRACTS - IFKAD 2027
www.ifkad.org

Special Track n.: 02

Human-AI Learning Ecologies: Skills, Judgement and Organisational Transformation

Description

Artificial intelligence (AI) is becoming part of the cognitive architecture through which organisations sense change, interpret experience, create knowledge, and coordinate action.
This shift calls for a move beyond viewing AI as a tool for automating training or delivering personalised content. It requires organisational learning to be understood as a living ecology in which employees, leaders, HR professionals, routines, communities, data, cultural artefacts, and artificial agents continuously shape one another. The proposed track examines how such human-AI learning ecologies can be designed and governed to build capabilities while preserving the qualities that make organisational knowledge meaningful: contextual judgement, critical reflection, creativity, relational trust, and human dignity.
Scholarly work on AI-enabled learning, knowledge management, and workforce transformation remains fragmented. Research often focuses separately on adaptive learning platforms, reskilling, algorithmic decision support, or human-AI collaboration.
An ecological perspective connects these streams by asking how knowledge is generated, circulated, validated, retained, and forgotten across interdependent human and artificial actors. It also foregrounds diversity, balance, symbiosis, and resilience: whose knowledge becomes visible, which competences are strengthened or displaced, how epistemic authority is distributed, and how learning systems respond when AI outputs are uncertain, biased, or detached from local practice. The track welcomes conceptual, empirical, and methodological contributions across organisational settings, sectors, and levels of analysis.
For managers, the challenge is not simply to adopt AI, but to cultivate a healthy learning ecosystem.

This includes:

- aligning technology with work design and organisational purpose;
- developing AI literacy alongside ethical, social and interpretive competences;
- enabling reciprocal learning between people and machines;
- building governance arrangements that secure transparency, inclusion, accountability and employee agency.

Particular attention will be given to the evolving roles of leaders, trainers, and HR professionals in curating knowledge, orchestrating learning relationships, and preventing deskilling or over-reliance on automated advice.
By focusing on learning as the regenerative capacity of the knowledge ecosystem, the track directly advances IFKAD 2027's theme. It invites inquiry into the conditions under which human and AI genuinely co-create sustainable organisational value, and into the practices needed to maintain an ecology that is innovative and adaptive without eroding human expertise, aesthetic sensibility, or dignity.

Indicative Topics

- Conceptualising organisations as human–AI learning and knowledge ecologies
- Reciprocal learning, co-evolution, and knowledge co-creation between humans and artificial agents
- AI-enabled upskilling, reskilling, micro-credentials, and learning in the flow of work
- The preservation and renewal of tacit, experiential, embodied, and contextual knowledge

- Human judgement, creativity, aesthetic sensibility, and epistemic agency in AI-augmented work
- Leadership capabilities and work design for balanced human–AI collaboration
- The changing roles of trainers, educators, HR professionals, and knowledge managers
- Responsible governance of learning data, algorithms, bias, transparency, privacy, and accountability
- Inclusion, employee voice, trust, resistance, and risks of deskilling
- Assessing the health, resilience, and value of knowledge ecosystems through learning analytics
- Comparative and longitudinal studies of AI-enabled organisational learning.

Keywords

Organisational learning; human–AI collaboration; knowledge ecosystems; upskilling and reskilling; human judgement; responsible AI; HR development

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Follow this link to see the Special Track details on IFKAD website ››

Guidelines and Requirements

Researchers wishing to contribute are invited to submit an EXTENDED ABSTRACT (in MS Word format) of min 500 and max 1000 words, not later than **22 JANUARY 2027**. All submission must be done via dedicated form on our website. The abstract should address theoretical background, research objective, methodology, and results in terms of expected contribution to Knowledge Management theory and practice.
Authors are required to follow the guidelines and templates available on IFKAD website: www.ifkad.org

Important Dates

22 January 2027 – Extended Abstract Submission Deadline
19 February 2027 – Acceptance Notification to Authors
16 April 2027 – Early-Bird Registration & Payment Deadline
23 April 2027 – Full Paper Submission Deadline
28 May 2027 – Regular and PhD Students Registration & Payment Deadline
12 June 2027 – Conference Program Release
28-30 June 2027 – Conference sessions *(to be considered as 3 full working days)*

Please note that all above indicated dates are **CUT-OFF** deadlines. There will not be an extention to any of these.

Further Information

For any information related to the conference and/or any special track, please see the event website at www.ifkad.org or contact the conference manager at **info@ifkad.org**