



Maskiner som lærer: Nye muligheter og utfordringer for læring i organisasjoner

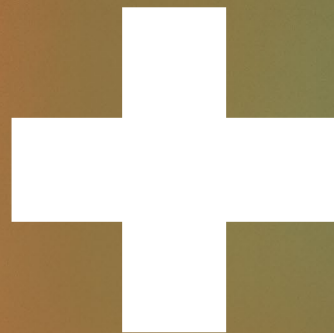
Vegard Kolbjørnsrud
Førsteamanuensis, Handelshøyskolen BI





MENNESKER

Tidligere var det kun mennesker som kunne lære i organisasjoner



MASKINER

Nå har vi maskiner som lærer også

Menneske-maskin-læring

Maskinlæring

+ Menneskelig læring

= Organisasjonslæring

” *In the old days, the decision process was often very black and white – and based on experience and gut feel. Now, when the machine comes up with different recommendations for two cases that look very similar at first glance, we start to scratch our heads and **dig deeper**. Ultimately, this leads us to making **better decisions**.*



Gir nye muligheter
og utfordringer



Språkmodeller kan brukes til så mangt

nature biotechnology

Article

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Large language models generate functional protein sequences across diverse families

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 Check for updates

Ali Madani^{1,2}✉, Ben Krause^{1,10}, Eric R. Greene^{3,10}, Subu Subramanian^{4,5}, Benjamin P. Mohr⁶, James M. Holton^{7,8,9}, Jose Luis Olmos Jr.³, Caiming Xiong¹, Zachary Z. Sun⁶, Richard Socher¹, James S. Fraser³ & Nikhil Naik¹✉

Deep-learning language models have shown promise in various biotechnological applications, including protein design and engineering. Here we describe ProGen, a language model that can generate protein sequences with a predictable function across large protein families, akin to generating grammatically and semantically correct natural language sentences on diverse topics. The model was trained on 280 million protein sequences from >19,000 families and is augmented with control tags specifying protein properties. ProGen can be further fine-tuned to curated sequences and tags to improve controllable generation performance of proteins from families with sufficient homologous samples. Artificial proteins fine-tuned to five distinct lysozyme families showed similar catalytic efficiencies as natural lysozymes, with sequence identity to natural proteins as low as 31.4%. ProGen is readily adapted to diverse protein families, as we demonstrate with chorismate mutase and malate dehydrogenase.



Ugjennomsiktig kunnskap (opaque knowledge)

*Kompetanse uten
forståelse*

*ML-algoritmer:
Fullstendig eksplisitte, ikke
fullstendig forklarbare*



Når viktige beslutninger ikke kan forklares

Analysis

UK risks scandal over 'bias' in AI tools in use across public sector

Kiran Stacey

Systems operating across government departments and police forces raise concerns about accountability and discrimination

- UK officials use AI to decide on issues from benefits to marriage licences




▶ The DWP said in response to a FoI request that it could not reveal details of how the algorithm works in case it helps people game the system. Composite: Guardian Design/EPA

Kate Osamor, the Labour MP for Edmonton, recently received an email from a charity about a constituent of hers who had had her benefits suspended apparently without reason.

“For well over a year now she has been trying to contact DWP [the Department for Work and Pensions] and find out more about the reason for the suspension of her UC [Universal Credit], but neither she nor our casework team have got anywhere,” the email said. “It remains unclear why DWP has suspended the claim, never mind whether this had any merit ... she has been unable to pay rent for 18 months and is consequently facing eviction proceedings.”

Osamor has been dealing with dozens of such cases in recent years, often involving Bulgarian nationals. She believes they have been victims of a semi-automated system that uses an algorithm to flag up potential benefits fraud before referring those cases to humans to make a final decision on whether to suspend people’s claims.

A woman with long blonde hair is focused on working on a blue robotic arm. She is using blue tweezers to adjust a component on the arm. The scene is lit with warm, golden light, likely from a desk lamp. In the background, a laptop is open on a desk, and various tools and components are scattered around. The overall atmosphere is one of concentration and technical work.

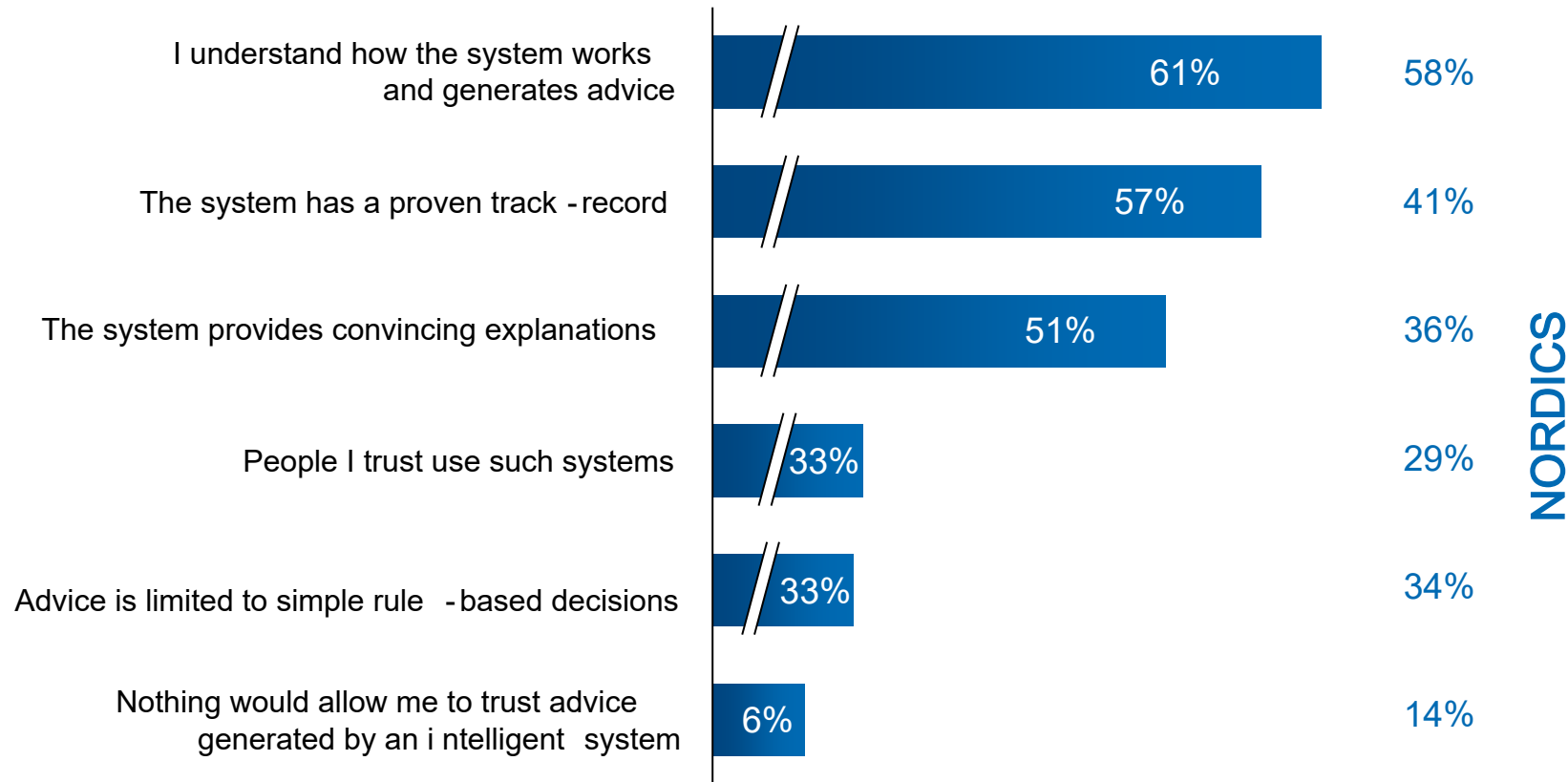
Råd #1
Bygg
teknologi-
ferdigheter

Råd #2
Sats på
forklarbar
KI (XAI)



For å stole på teknologi i beslutninger må vi forstå den

What would allow you to trust advice generated by an intelligent system? (Choose up to three)*



Råd #3

Bygg tverrfaglige team



Det tverrfaglige teamet 2.0

Science and technology | Generative AI

Today's AI models are impressive.
Teams of them will be formidable

Working together will make LLMs more capable and intelligent—for good and ill

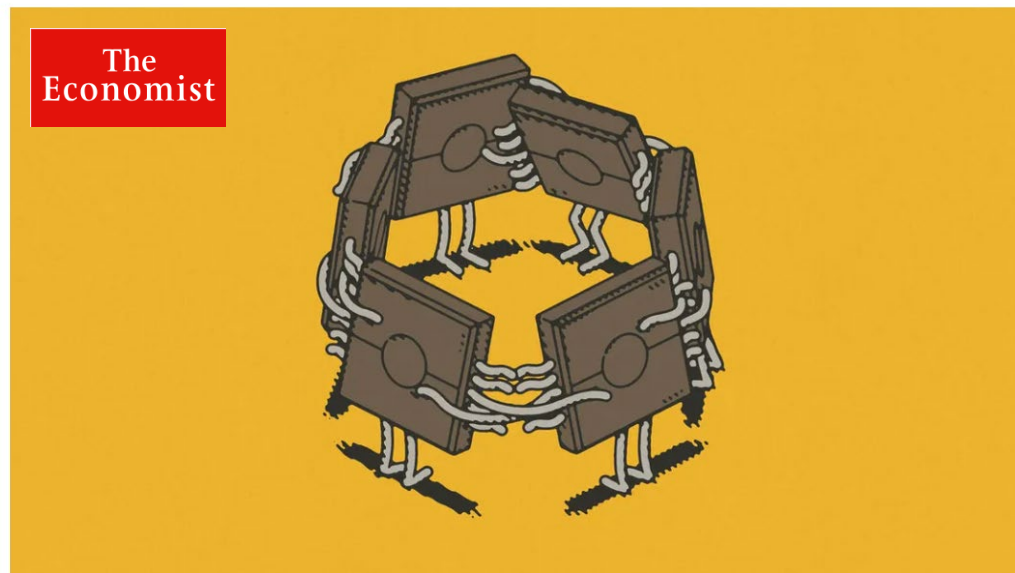


ILLUSTRATION: MIKE HADDAD

May 13th 2024

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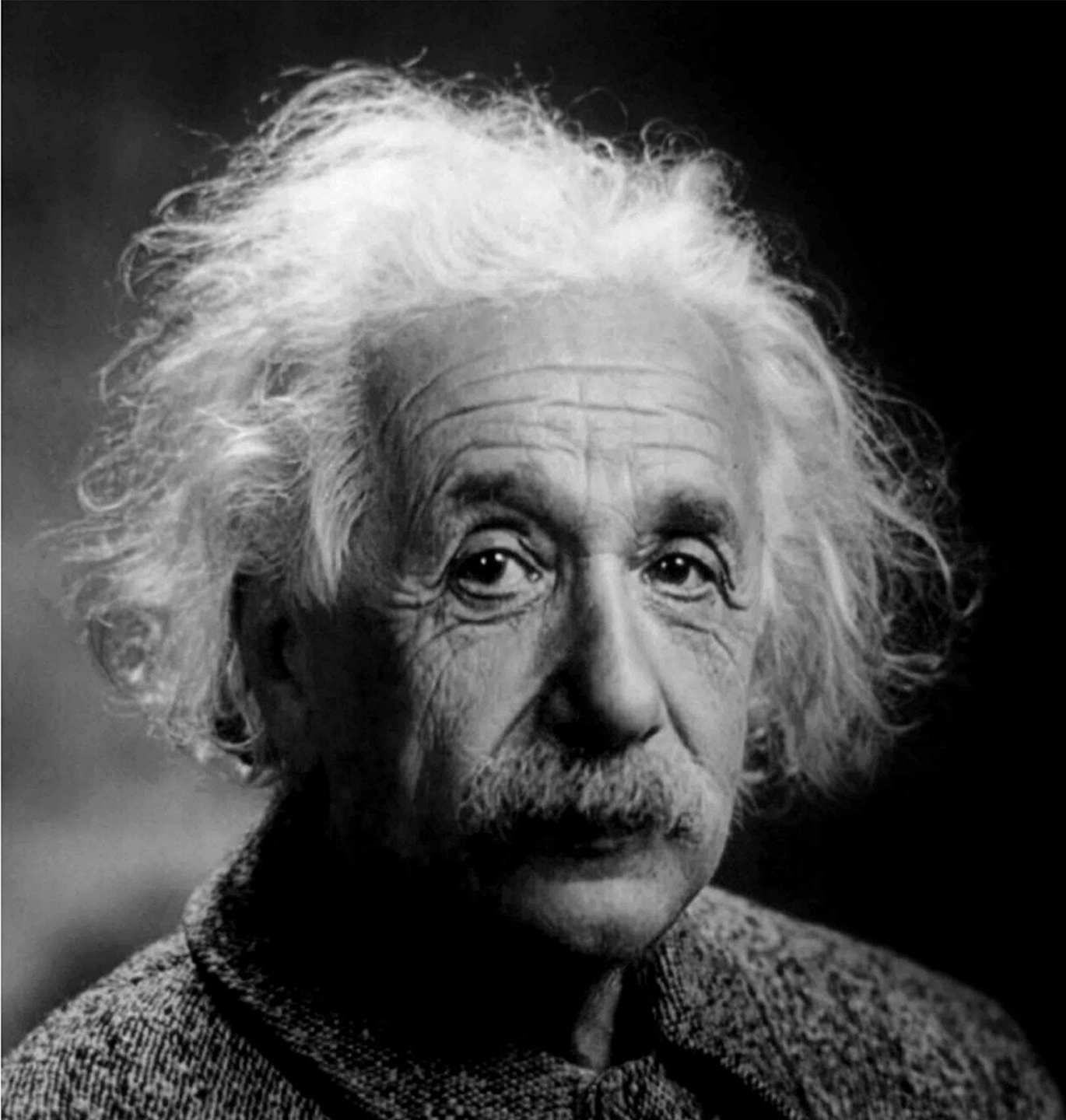
#4 Mangfoldsprinsippet

Å øke mangfoldet av intelligente **aktører**, slik som å ansette folk med ulike kompetanse, bakgrunn og tankesett og bruke **ulike typer kunstig intelligens**, øker en organisasjon evne til å løse komplekse problemer og tilpasse seg





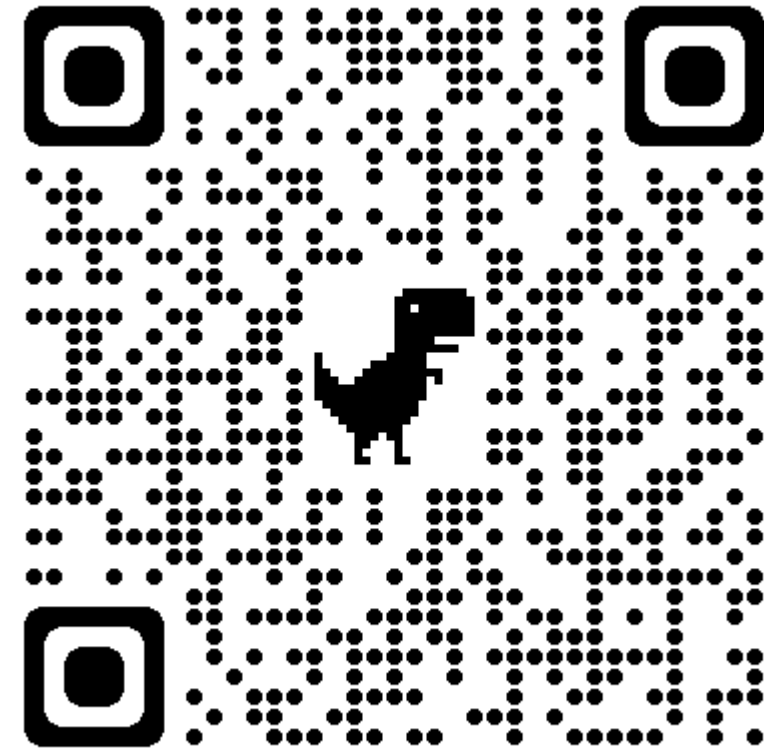
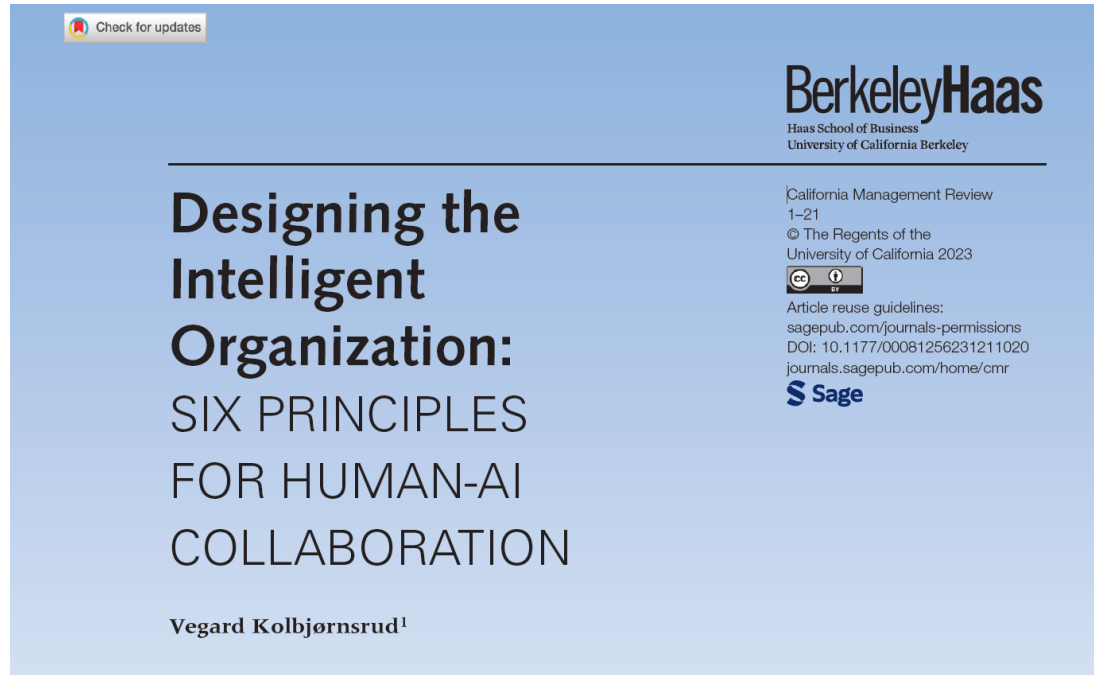
Råd #4
Driv disiplinert
eksperimentering



*"Any fool can know.
The point is to understand."*

Albert Einstein

Les mer i fersk artikkel



Open Access URL:

<https://journals.sagepub.com/doi/full/10.1177/00081256231211020>



Hvis du vil holde kontakten og lese mer – Vegard på...

