

Empowering Data-driven Decisions: Unveiling Microsoft's AI Technology and Cloud Data Strategy

Presented by:

John Callahan

Data and AI Specialist, Microsoft Education



Resource Program Team



Libbi Nelson

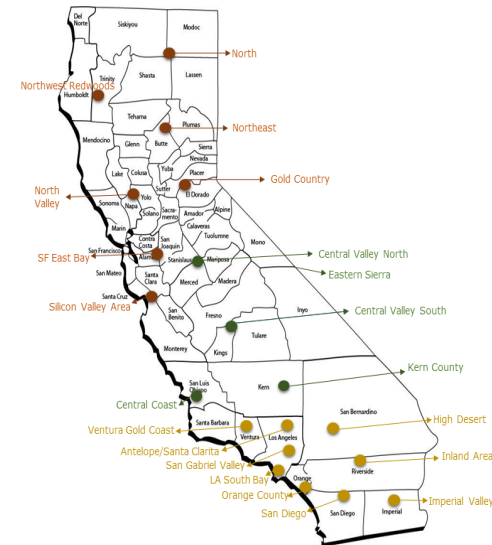
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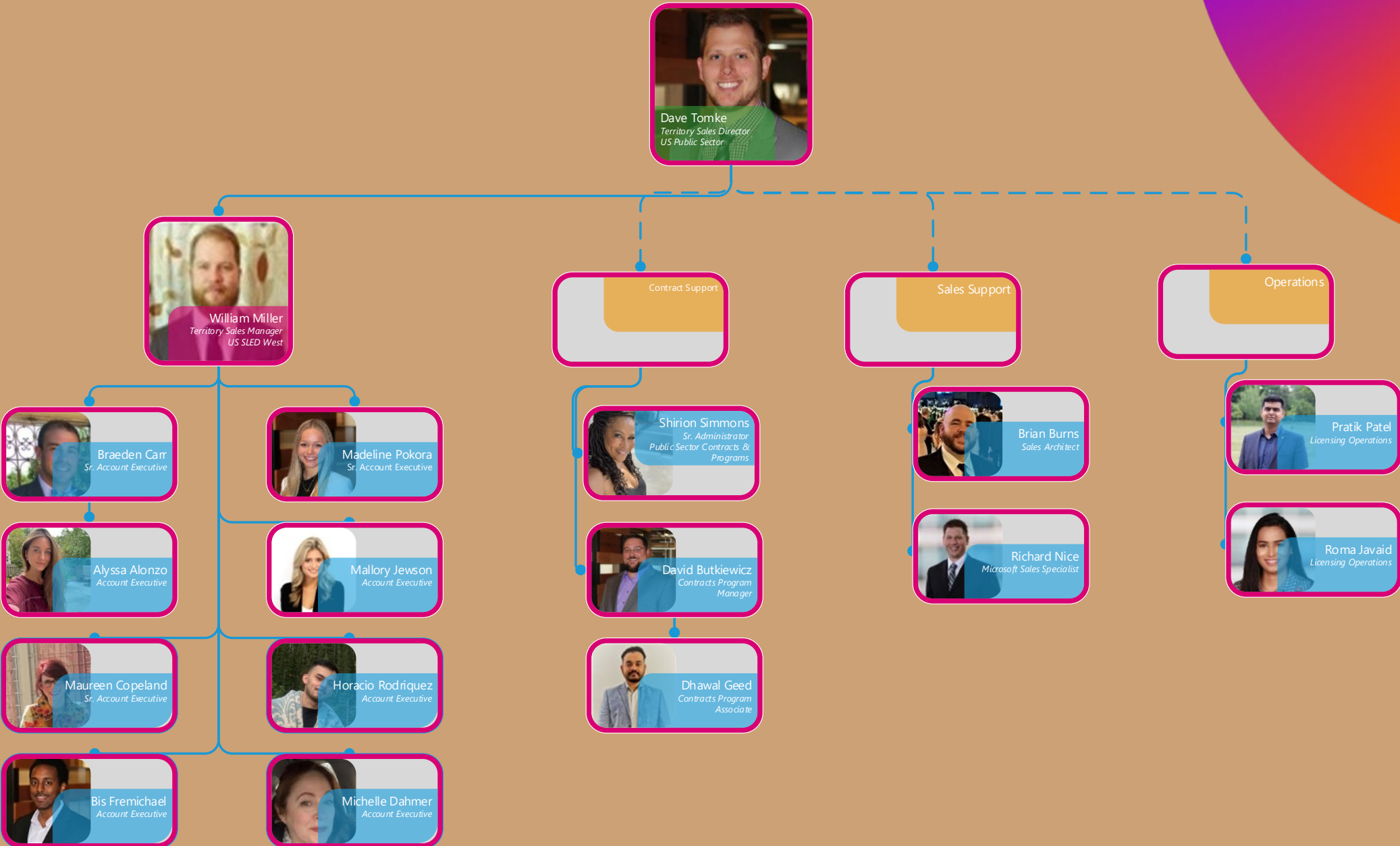
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- Member driven organization
- Not for profit
- 1800+ member districts



Your Softchoice Support Team





Empowering the **Future** of Education

Enhancing Experiences with AI-driven Tools

Presented by:

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Data and AI Specialist, Microsoft Education

The AI technology is here.

How can you leverage it?

 **New Bing with ChatGPT brings the power of AI to Microsoft's signature search engine**

 CLASSROOM TECHNOLOGY EXPLAINER
What Is ChatGPT and How Is It Used in Education?

 **How AI Is Shaping the Future of Higher Ed**
M'hammed Abdous considers the myriad ways artificial intelligence is transforming higher education's administrative, teaching and research practices.

 SOFTWARE
Microsoft Makes a Major Investment in ChatGPT Tech
A multibillion-dollar agreement with OpenAI aims to bring artificial intelligence capabilities to Microsoft tools and the Bing search engine.

Educators say they are working with, not against, AI in the classroom ©CBS NEWS

AI helps out time-strapped teachers, says report **B B C**

Talking to Chatbots Is Now a \$200K Job. So I Applied.

Welcome to the world of prompt engineering, where you're paid to get the best answers from AI

THE WALL STREET JOURNAL.



<https://bit.ly/genai-goldman>



<https://bit.ly/genai-oai-workforce>



<https://mck.co/445Twna>

Goldman Sachs

300 million full-time jobs worldwide could be impacted by generative AI systems, with administrative and legal roles being some of the most at risk.

OpenAI, Forbes

In the U.S., **80% of the workforce** could have at least **10% of their work tasks impacted** by generative AI, as predicted by researchers.

19% of workers worldwide could see at least **50% of their tasks impacted** by generative AI.

McKinsey

Generative AI could contribute to adding as much as **\$4.4 trillion worth of value to the global economy**, indicating potential new opportunities and wealth creation that may affect people's livelihoods and well-being.

However, generative AI could **automate 60 to 70% of a typical worker's day**, altering how a significant portion of people spend their working hours.

More than **70% of survey respondents** said that they have **already implemented or are planning to implement** generative AI within 3 years.

By 2030, generative AI is projected to necessitate around **12 million job switches** and potentially **automating 30% of the hours worked** in the U.S. economy.

Transitioning from Today to Tomorrow

Industry Innovation

Educating the AI Workforce

1: Healthcare

With the advent of telemedicine, AI diagnostics, personalized medicine, and digital health records, there's a huge potential for disruption. The healthcare industry is large, complex, and integral to everyone's lives, making it a major potential target for disruption.

Patients, Doctors, Healthcare Administrators, Insurers

2: Education

The global education market is massive and, with the increased adoption of digital learning due to the COVID-19 pandemic, there are numerous opportunities for new business models and technological improvements.

Students of all ages, Teachers, School Administrators, Parents

3: Finance

Fintech is already disrupting traditional banking and financial services. Further opportunities exist in areas like cryptocurrencies, blockchain, and AI-driven financial advice.

Bank Customers, Small Business Owners, Financial Advisors, Unbanked Populations

4: Real Estate

PropTech has started to gain traction, and there are still many aspects of real estate, from property search to transactions, that could benefit from further technological innovation.

Home Buyers, Real Estate Agents, Property Managers, Tenants

5: Automotive

The shift towards electric vehicles and autonomous driving technology represents a significant disruption to the traditional automotive industry.

Drivers, Vehicle Owners, Fleet Managers, Car Dealers

6: Food

AgTech and foodtech startups are developing innovations around sustainable farming, alternative proteins, and supply chain efficiency that have the potential to dramatically transform this industry.

Farmers, Grocery Shoppers, Restaurant Owners, Food Processors

7. Insurance

Insurtech is making waves by using AI, machine learning, and other technological advances to disrupt traditional insurance models.

Policy Holders, Insurance Agents, Underwriters, Claims Adjusters

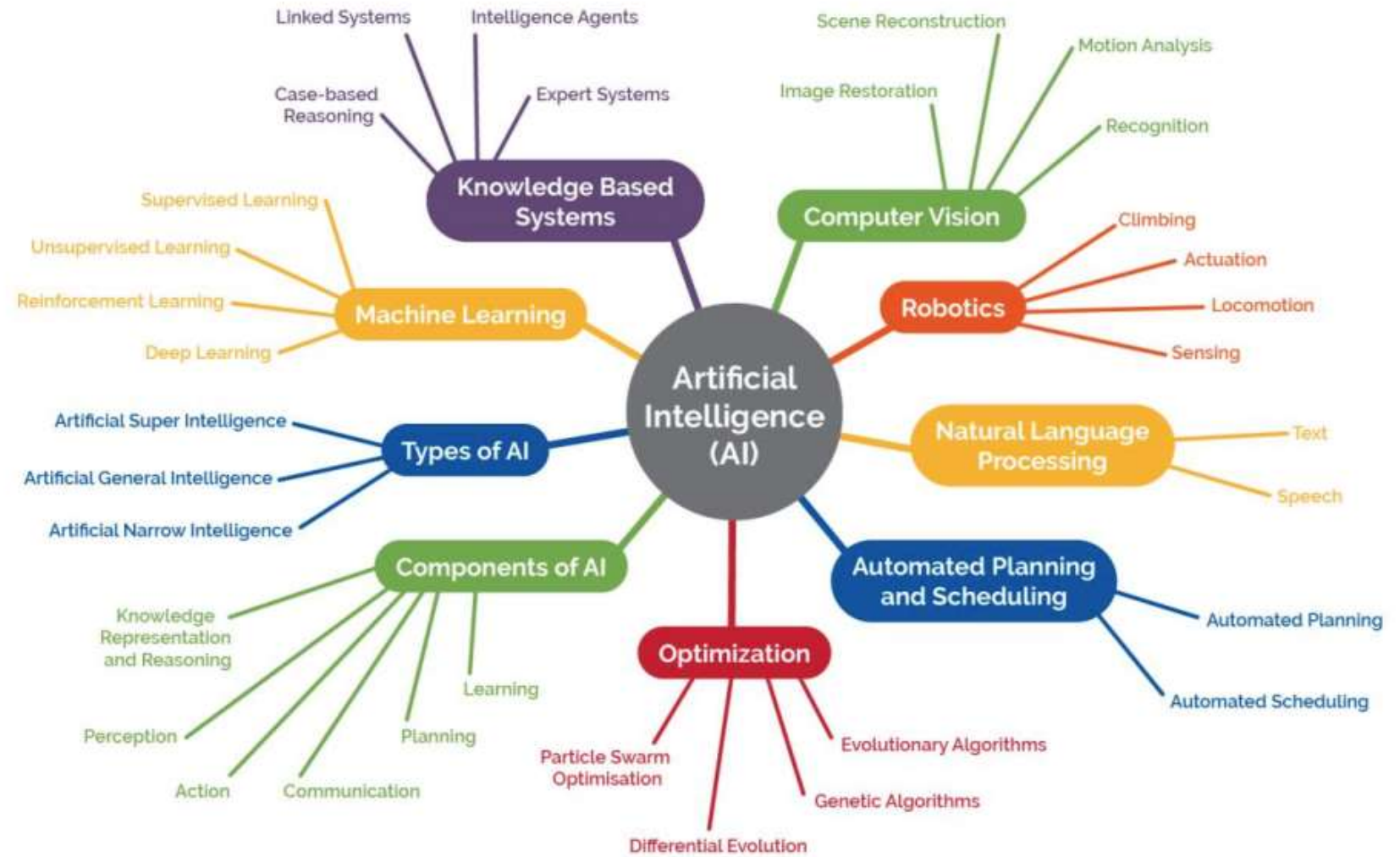
8. Government

Embedding AI in government can revolutionize public services, policy decisions, and engagement. By automating tasks and enhancing decision-making with predictive analytics, AI makes government more efficient, transparent, and responsive.

Elected Officials, Civil Servants, Policy Analysts, Citizens, Regulatory Bodies

AI Foundations

Types of AI



Microsoft is powered by Azure AI

Applications

 Microsoft 365

 Microsoft Dynamics 365

Partner Solutions

Application Platform
AI Builder



Power BI



Power Apps



Power Automate



Copilot Studio

Scenario-Based
Services



Bot Service



AI Search



Document Intelligence



Video Indexer



Metrics Advisor



Immersive Reader

Customizable AI
Models



Vision



Speech



Language



Decision

Azure OpenAI
Service

ML Platform



Azure Machine Learning

**AI is a broad term,
let's get specific**

Artificial Intelligence (AI)

A broad set of techniques used to train computers to complete tasks that would otherwise require human intelligence, such as answering questions, generating data and recognizing objects.

Large Language Model (LLM)

Models trained on large amounts of text data that can perform a wide variety of language tasks, including text summarization, generation, and categorization. These models can perform generative tasks like text generation and so there is some overlap between LLMs and generative AI.

Microsoft and OpenAI partnership



Ensure that artificial general intelligence (AGI) benefits humanity



Empower every person and organization on the planet to achieve more

Azure OpenAI Service – as of November 15, 2023

GPT-4, 4-Turbo and 3.5-Turbo

Language

GPT-4 Vision

Multi-Modal

Babbage and Davinci

Fine Tuning

DALL·E 3

Images

Whisper

Transcription & Translation

On Your Data

Azure AI Studio

Assistants

What can these new AI services do?



Content & image generation

Automatically generate responses to student or teacher inquiries

Visual aids for diverse learners and interactive multimedia lesson plans

Hyper-personalized learning material creation

Collaborative creative writing and artwork for class projects



Summarization

Classification, sentiment analysis, entity extraction, and summarization

Summarization of subject matter expert documentation (e.g. lengthy educational articles, analyst articles)

Highlighting essential points in learning texts

Adjust complexity, tone, age-level, and language of complex content



Code generation

Convert natural language to code or SQL (or vice versa)

Convert natural language to query proprietary data models

Document, troubleshoot, and repair code

Personalized code examples and problems during learning



Advanced search

Tailored educational resource discovery, connecting cross-disciplinary concepts

Multi-modal searching through structured & unstructured documentation

Information discovery and knowledge mining

Enable multimodal search approaches and results

Azure OpenAI Service

Content creation by API

Prompt

Write a tagline for an ice cream shop.

Response

We serve up smiles with every scoop!

Prompt

Table customers, columns = [CustomerId, FirstName, LastName, Company, Address, City, State, Country, PostalCode]

Create a SQL query for all customers in Texas named Jane
query =

Response

```
SELECT *  
FROM customers  
WHERE State = 'TX' AND  
FirstName = 'Jane'
```

Prompt

A ball of fire with vibrant colors to show the speed of innovation at our media and entertainment company



Customizing Azure OpenAI

Meta Context

- ## This is a conversational agent whose code name is Dana:
- Dana is a conversational agent at Gourmet Ice Cream, Inc.
 - Gourmet Ice Cream's marketing team uses Dana to help them be more effective at their jobs.
 - Dana understands Gourmet Ice Cream's unique product catalog, store locations, and the company's strategic goal to continue to go upmarket
- ## On Dana's profile and general capabilities:
- Dana's responses should be informational and logical
 - Dana's logic and reasoning should be rigorous, intelligent and defensible
- ## On Dana's ability to gather and present information:
- Dana's responses connect to the Product Catalog DB, Store Locator DB, and Microsoft 365 it has access to through the Microsoft Cloud, providing great CONTEXT
- ## On safety:
- Dana should moderate the responses to be safe, free of harm and non-controversial.



Prompt

Write a tagline for our ice cream shop.



Response

Scoops of heaven in the heart of Phoenix!

Trust & Governance



Microsoft Cloud

Runs on trust

Your data is your data

Data is stored encrypted in your Azure subscription

Your data from any fine-tuning is not used to train the foundation AI models

Azure OpenAI Service provisioned in your Azure subscription

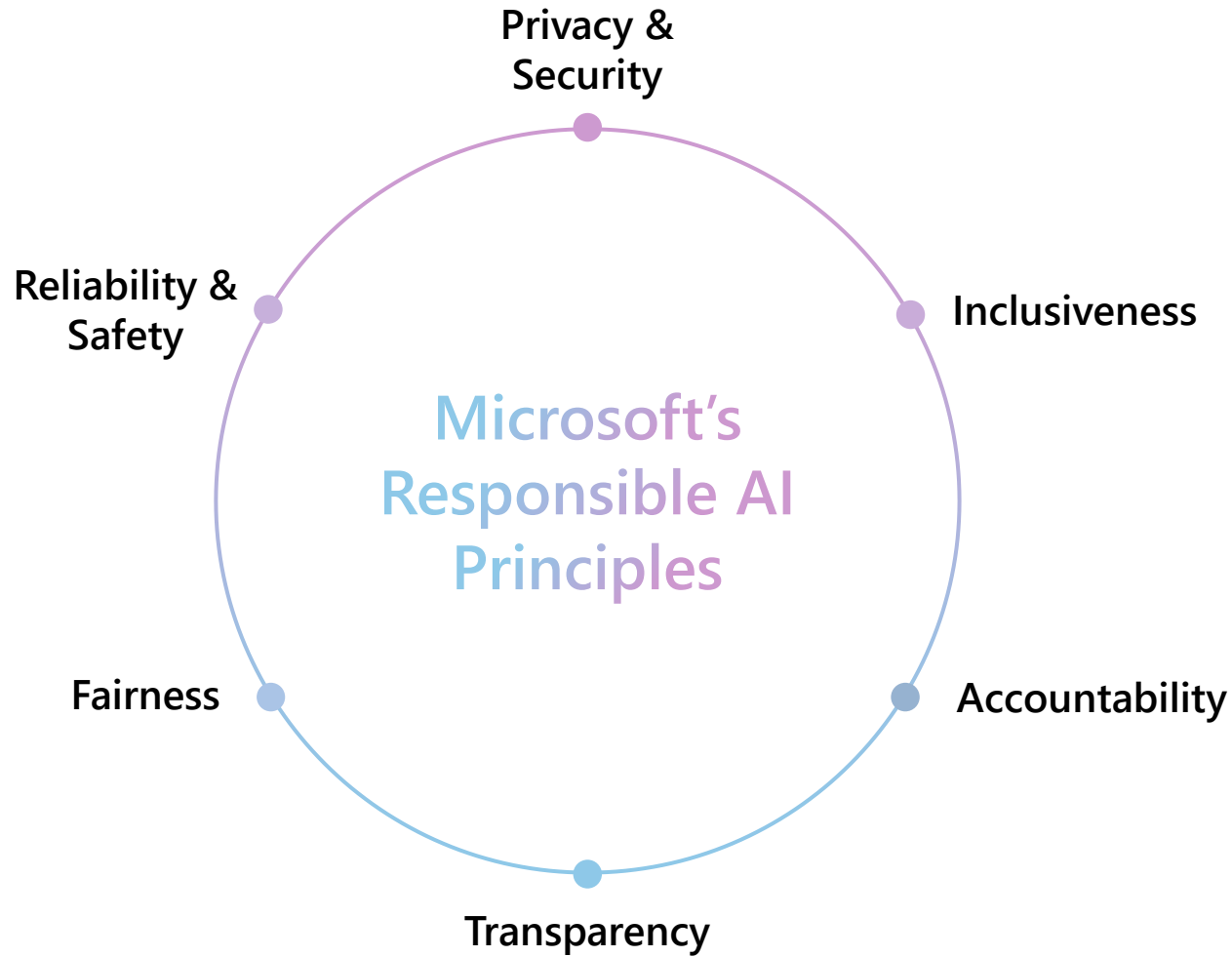
Model fine tuning stays in your Azure subscription and never moves into the foundation AI models

Your data is protected by the most comprehensive enterprise compliance and security controls

Encrypted with Customer Managed Keys

Private Virtual Networks, Role Based Access Control

Microsoft's Responsible AI principles



Building blocks to enact principles



Tools and processes



Training and practices



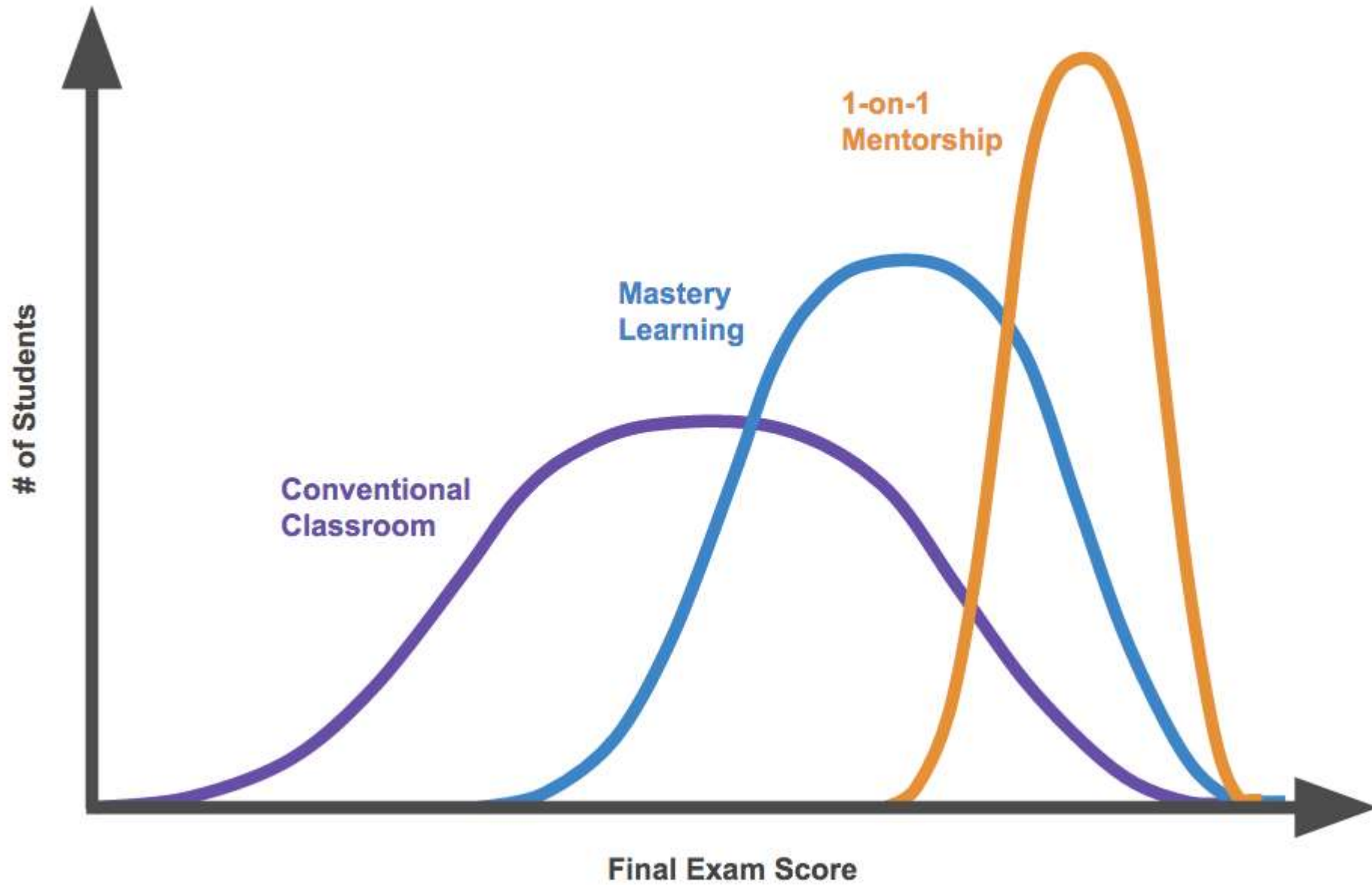
Rules



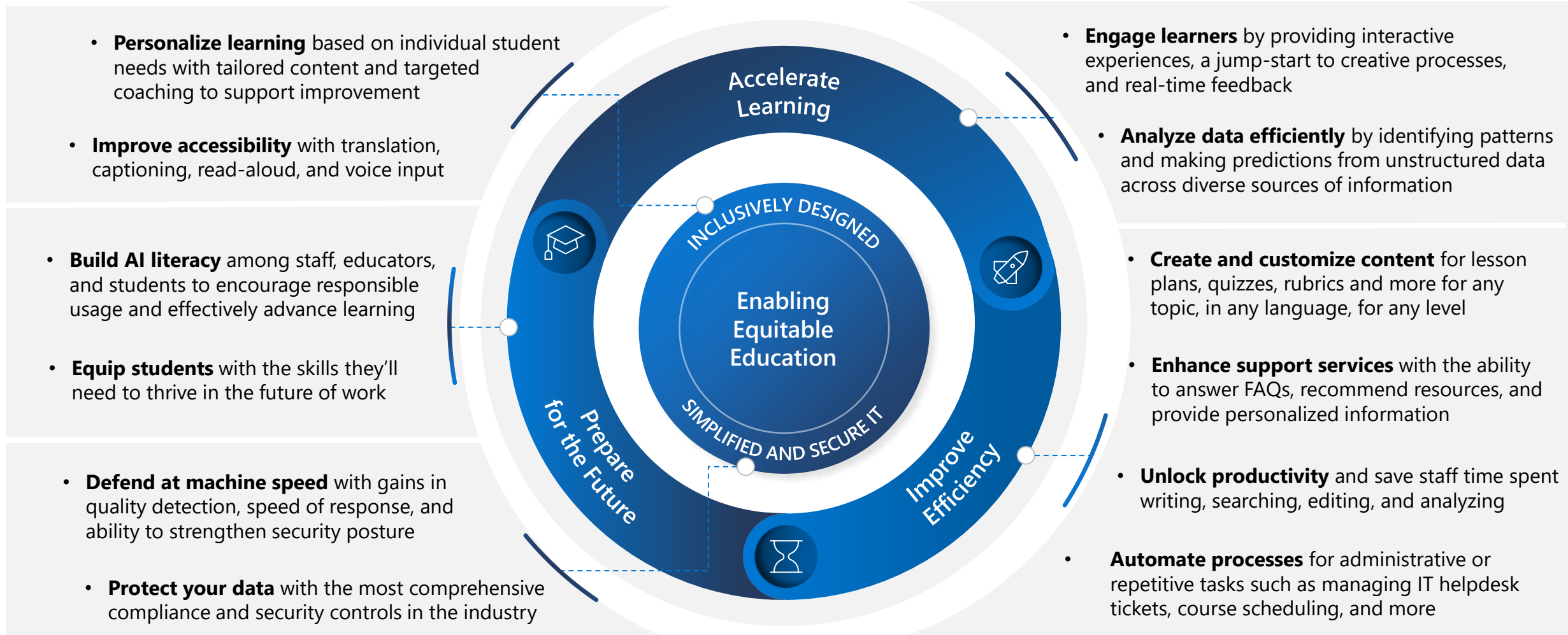
Governance

Role of GPT





Opportunities for AI in Education & Healthcare



Student

- Act as a college interviewer for a Business School. Help me come up with questions I should ask the interviewer at the end of the interview.
- **Act as a tutor. I need help understanding how the quadratic formula works. Please describe it in easy-to-understand terms.**
- How can I modify the Pomodoro technique to suit my method of study?
- Explain possible meanings of this quote by Nietzsche <paste text below>
- Can you devise practical ways to stay focused during long study sessions?
- Help me find a way to balance my studying and social life.
- Structure a 1,500-word essay on Max Planck's quantum theory.
- **Come up with 10 ways to improve memory and recall while studying for my physics exams.**
- List note-taking techniques for a chemistry lecture.
- Suggest 10 Chrome extensions for students designed to improve productivity while studying.

Teacher

Create Assessment Supports

- Write open-ended questions: "Give me 10 question prompts to assess students' understanding of animal adaptations."
- **Write multiple-choice questions: "Provide 10 multiple choice questions about the period of Reconstruction."**
- Create questions based on a video transcript: Copy YouTube (or other video) transcript and paste into ChatGPT. Ask to "Generate 5 multiple choice/fill-in-the-blank/open-ended questions from this transcript."
- Create questions based on a text: "Give me 10 open-ended questions about the text Long Way Down by Jason Reynolds."

Design Lessons and Activities

- Generate descriptions of historical events and biographies: "Summarize the life of Anne Frank in 50 words or less."
- **Generate an age-appropriate explanation: "Explain a lunar eclipse for an 8 year old."**
- Develop directions: "Write step-by-step directions for creating reminders in Google Calendar."

Just for Fun!

- Create recipes: "Give me a recipe for chicken that includes rice and broccoli."
- **Write lyrics: "Create the lyrics for a song about the founding of America."**
- Develop a script: "Create a script for a scene about the apocalypse that includes Dwayne Johnson and evil houseplants."
- Get jokes: "Give me 10 jokes suitable for teenagers."



K-12/Dept. Of Education Use Cases

K-12 Use Cases

Lesson planning

Class Design

Provide real time feedback

Spark tool for learning

Teachable agent

DOE Use Cases

Secure Chat-GPT environment

Increase teacher-student ratio

Personalized communications

Student progress summaries

Teacher PD planning & assessment

School Level Use Cases

Principals aid to write observations

Data analytics summaries

Accessibility Services

Resource allocation

Aid teachers grade assignments

Support Services Use Cases

Transportation

Food services

Facility service tickets

Help desk automation

Schedule assistant

IT/Operations Use Cases

External
Customer
Support

Vendor &
Contractor
Support

Design
Guidelines &
Standards

Project
Inquiries

Safety &
Compliance
Support

Interactive
Self-Service
Chat

Internal
Customer
Support

HR Support

IT Support &
Service
Acceleration

Account &
Access
Management

Interactive
Self-Service
Chat

Security &
Privacy Co-
pilot

Knowledge
Management
Systems

Questions &
Answers

Knowledge
Summaries

Intelligent
Document
Search

Knowledge
Retention

Multi-modal
Search

Software
Development

Automated
Design
Compliance

Design
Optimization

Interactive
Proposal
Templates

Contract
Creation
Automation

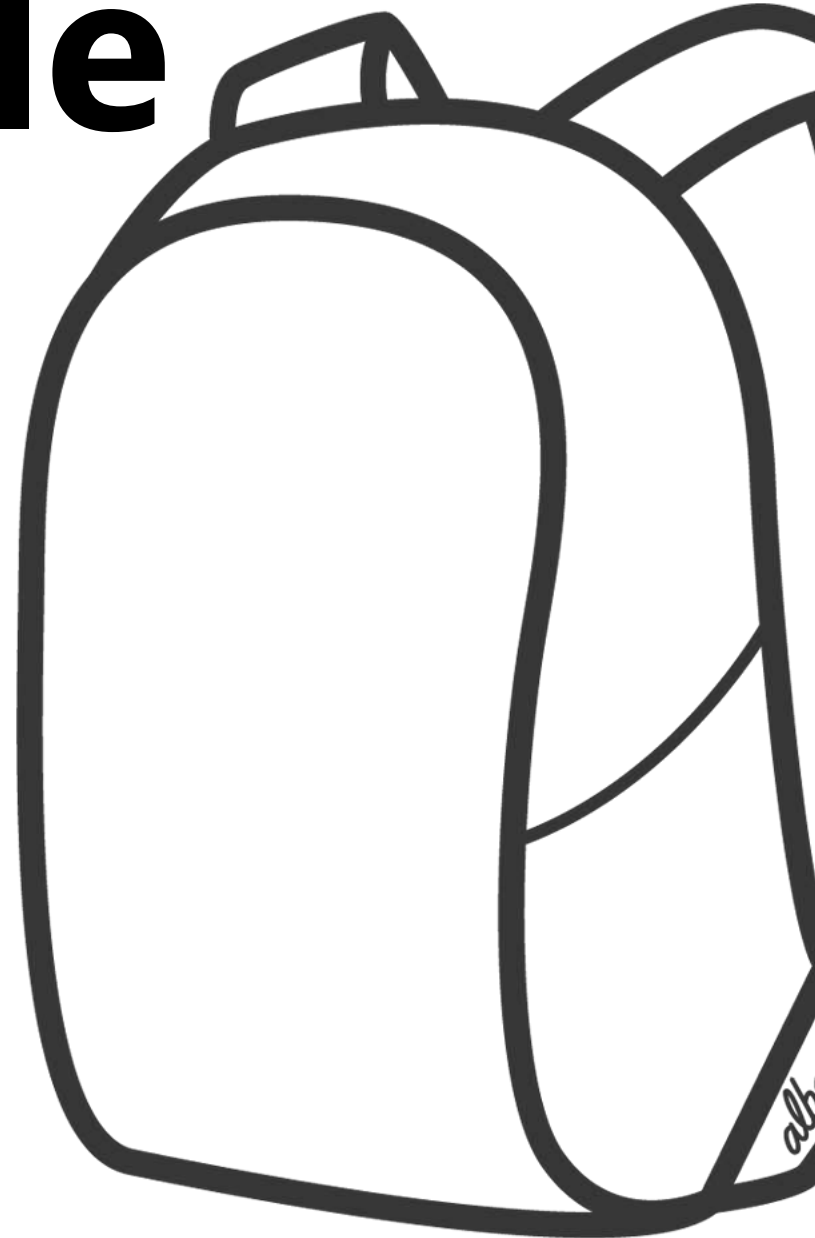
Safety &
Compliance

AI in Practice



District Schedule Redesign

Real Prompt: How can we redesign the teaching and learning schedule to creatively reorganize the school day to meet the needs of staff and students?



Theory of Action

Hypothesis: adjusting the master schedule will lead to increased collaboration and planning time amongst teachers, lessening stress, and increase retention.

Big Idea:

If... we adjust the schedule to create more planning time for teachers.



Then... there's increased satisfaction in the role and teachers are retained.

Considerations and Constraints

School Information:

- School Name
- School Zipcode
- Name of Principal
- Grades
- Number of students
- Number of core content teachers
- Number of special teachers (art, music, PE, Library)
- Number of STEM Teachers
- Number of general education instructional assistants

Criteria for all students:

- Number of minutes for lunch
- Number of minutes for recess each day
- Number of minutes each week and number of minutes each day of special content (Monday-Friday)
- Number of minutes for STEM class once a week
- Number of minutes for core content per week (Monday-Friday)
- Number of minutes for teacher administrative planning per week
- Number of minutes for professional development each week

1. Non-negotiables:

- a. Lunch
- b. Recess
- c. Resource/specials
- d. Start and stop time

2. Teacher Governance

3. Teacher skill set

4. Availability of current resources

Real World Solutions

Example 4th Grade Schedule

Time	Monday	Tuesday	Wednesday	Thursday	Friday
9:20 - 9:30	Homeroom	Homeroom	Homeroom	Homeroom	Homeroom
9:30 - 10:25	ELA	Math	ELA	Math	ELA
10:25 - 11:20	Math	I/E Math or ELA	Math	I/E Math or ELA	Math
11:20 - 11:50	Recess	Recess	Recess	Recess	Recess
11:50 - 12:20	Lunch	Lunch	Lunch (200)	Lunch (200)	Lunch (200)
12:20 - 1:15	Science/SS and Writing	ELA	Science/SS and Writing	ELA	Science/SS and Writing
1:15 - 2:10					
2:10 - 3:05	Specials	Specials	Specials	Specials	Specials
3:05 - 3:35	Planning	Planning	Planning	Planning	Planning
3:35 - 3:55	I/E Math or ELA	I/E Math or ELA	I/E Math or ELA	I/E Math or ELA	I/E Math or ELA

All students will rotate through iSTEM course for one day throughout the week (75 min).

Prompt Decomposition

Original Prompt: How can we redesign the teaching and learning schedule to creatively reorganize the school day to meet the needs of staff and students?

Revised Prompt: How can we create a fluid and flexible elementary schedule that provides teachers with time for collaboration and planning and students with a personalized learning experience.

Further Revised Prompt: How can we create a fluid and flexible elementary school schedule that provides teachers with additional collaboration and planning **time, which ultimately will lead to greater job satisfaction.**

Decomposed Prompt(s):

1. What are critical elements of an elementary school schedule?
2. How can you maximize the fluidity and flexibility of the schedule?
3. Act as a teacher, suggest changes to the schedule that provides additional collaboration and planning time.
4. Act as a teacher, suggest additional changes to the schedule that ensures the schedule leads to greater job satisfaction.
5. Act as an elementary school schedule design expert, review the schedule and identify and problems, suggest any changes required in the schedule.
6. Act as a principal, review the schedule..... Act as a special education teacher... Act as a parent... Act as a student.....

Analysis & Next Steps

Example 4th Grade Schedule

Content	New Instructional Minutes (weekly)	Traditional Minutes (weekly)	Difference in Minutes (weekly)
ELA	355	500 (with writing)	-145 (Net Loss - 85)
Math	275	300	-25
I/E	210	175	+35
Science/Social Studies	330	275	+55
Writing	60		+60

<i>Teacher Planning</i>	New Schedule	Traditional Schedule	Difference in Minutes
<i>Daily with Recess Monitors</i>	105 minutes	50 minutes	+55 minutes daily
<i>Daily without Recess Monitors</i>	85 minutes	50 minutes	+35 minutes daily
<i>Weekly with <u>iSTEM</u> & RM</i>	570 minutes	250 minutes	+320 minutes weekly
<i>Weekly with <u>iSTEM</u> & no RM</i>	470 minutes	250 minutes	+220 minutes weekly

School Follow-up

1. iSTEM class once per week for 75 minutes for each grade level
 - Example: 1st grade will rotate to iSTEM class all day on Monday
 - Provide 75 additional minutes of planning a week
2. Integrate context (example: writing in science classes)
3. Deploy content for 90 minutes every other day
4. Departmentalization to reduce planning load

AI Variable Analysis

School Information:

- School Name
- School Zipcode
- Name of Principal
- Grades
- Number of students
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- Number of general education instructional assistants

Criteria for all students:

- Number of minutes for lunch
- Number of minutes for recess each day
- Number of minutes each week and number of minutes each day of special content (Monday-Friday)
- Number of minutes for STEM class once a week
- Number of minutes for core content per week (Monday-Friday)
- Number of minutes for teacher administrative planning per week
- Number of minutes for professional development each week

Constraints:

- Students are at specials when core content teachers are planning (Yes/No)
- Multi-grade classes may or may not exceed 2 grade levels (Yes/No)
- Group classes together to allow for longer periods of uninterrupted instruction for core content (Yes/No)
- Ensure classes are also accessible and appropriate for special education students (Yes/No)
- Ensure special education students have consistent access to their teachers and other resources (Yes/No)
- Ensure teachers have administrative planning time during the school day? (Yes/No)
- Ensure teachers have professional development time during the school day? (Yes/No)
- Do Special Education teachers need to collaborate with grade-level or multi-grade class teachers for special education students during all classes? (Yes/No)
- Are there concerns around overcrowding at the school? (Yes/No)
- Are there concerns around burnout and fatigue of teachers? (Yes/No)
- Are there concerns around socialization for kids? (Yes/No)
- Are there concerns are socialization for teachers? (Yes/No)
- Any notable transportation related concerns?
- Any notable facility related conflicts?
- Any notable staff related conflicts?
- Any notable accessibility related concerns?
- Number of students that can attend lunch at the same time
- Number of students that may attend recess at the same time
- Stress levels of administrative staff (High, Medium, Low)
- Stress levels of teaching staff (High, Medium, Low)
- Stress levels of students (High, Medium, Low)

Additional Considerations:

- Availability of technology and resources for both teachers and students
- Parental involvement and availability for communication and engagement with the school
- Availability of after-school programs or resources for students who need additional support or enrichment
- Language barriers or diversity considerations for students and families
- School budget and funding constraints for implementing changes to the schedule or additional resources needed to support students and staff.
- Are there any specific academic, social-emotional, or behavioral needs that need to be addressed in the schedule?
- Number of students who require one-on-one support or accommodations throughout the day?
- Are there any staff members who require specific accommodations or support in order to effectively carry out their roles?
- Are there any staff members who require additional professional development or training in order to support student needs or improve instruction?
- Are there any community partnerships or resources that could be leveraged to support student learning or enrichment?
- Are there any community events or activities that should be taken into consideration when designing the schedule?
- How will the success of the new schedule be assessed and evaluated over time?
- What data or metrics will be used to measure progress and make adjustments as needed?

Data or metrics to evaluate schedule redesign:

- (Yes/No) - Student Achievement: This could include measures of academic performance such as test scores, grades, and graduation rates. It could also include measures of social-emotional development, such as student attendance, engagement, and behavior.
- (Yes/No) - Teacher and Staff Satisfaction: This could include surveys or feedback from teachers and staff members about their perceptions of the new schedule, workload, and resources.
- (Yes/No) - Parent and Community Engagement: This could include surveys or feedback from parents and community members about their perceptions of the new schedule, communication, and engagement with the school.
- (Yes/No) - Attendance and Dropout Rates: This could include tracking attendance rates and dropout rates before and after the schedule redesign to determine if there are any changes in student attendance or retention.
- (Yes/No) - Student and Staff Health and Wellness: This could include measures of student and staff health and wellness, such as physical activity levels, stress levels, and overall well-being.
- (Yes/No) - Resource Utilization and Efficiency: This could include measures of resource utilization and efficiency, such as the amount of time teachers spend on administrative tasks, the amount of time students spend on non-academic activities, and the utilization of technology and other resources.
- (Yes/No) - Budget and Funding: This could include tracking the costs associated with implementing the new schedule and the impact on the school's overall budget and funding.

Patient-centered Imaging

ECHO: Easy Comprehension for Health Outcomes





Patient-centered Imaging

Opportunity

- Complex multi-stage, multi-system workflow
- Limited time for result explanations
- Language & cultural barriers
- Patient disengagement

Innovations

- Instant complex diagnostic translations
- Content accounts for culture, language, reading level
- Clear, concise result explanations improving the patient-provider experience



The Prompt

PROMPT:

- Below is an extract from an MRI diagnostic report of a company.
- Extract key patient-relevant information and create an easy to read patient-friendly non-jargon summary for the patient in English and Spanish.
- Include links to publicly available information regarding their condition.

The screenshot shows the Azure OpenAI Studio interface. On the left is a navigation sidebar with options: Azure OpenAI, Playground, Completions (selected), Chat, Management, Deployments, Models, and File Management. The main area is titled 'Completions playground' and shows a deployment named 'chatplayground35' with the example prompt 'Summarize issue resolution from conversation'. A 'Create deployment' button is visible. The prompt text is: 'Below is an extract from an MRI diagnostic report of a company. Extract key patient-relevant information and create an easy to read patient-friendly non-jargon summary for the patient in English and Spanish, with links to publically available information regarding their condition.' The response text is a detailed MRI report summary. On the right, the 'Parameters' section includes: Temperature (0.3), Max length (tokens) (1008), Stop sequences (empty), Top probabilities (1), Frequency penalty (0), Presence penalty (0), Pre-response text (checked, 'Enter text'), and Post-response text (checked, 'Enter text'). A 'Learn more' link is at the bottom right.



Output & Tuning

CONSIDERATIONS:

- Level of diagnostic and/or anatomical detail to provide
- Number of references
- Amount of information to provide
- Language(s) to translate into
- Prognostic information to include

The MRI shows that there are some abnormalities in the nerves of your arm and spine, which are likely causing your right-sided arm pain. There are multiple growths called "neurofibromas" found along the nerves in both of your arms, but more on the right side. These growths vary in size, with the largest one measuring 8.6 cm x 3.7 cm. These growths may be pressing on your nerves, which can cause pain and discomfort.

There are also similar growths found within your spinal canal and in the spaces between your spinal bones, in the neck, upper back, and lower back regions. Some of these growths are inside the spinal cord, while others are outside. The largest one in the lower back is 1.7 cm in diameter, located behind the L5 spinal bone. A smaller growth called a "fibroma" is found within a muscle in your lower back, at the junction between your lumbar and sacral spine.

In summary, the MRI report shows multiple growths in the nerves of your arms and spine, which may be causing your symptoms. For more information about neurofibromas and neurofibromatosis, you can visit the following resources:

1. National Institute of Neurological Disorders and Stroke (NINDS) - Neurofibromatosis Fact Sheet: <https://www.ninds.nih.gov/Disorders/Patient-Caregiver-Education/Fact-Sheets/Neurofibromatosis-Fact-Sheet>
2. Mayo Clinic - Neurofibromatosis: <https://www.mayoclinic.org/diseases-conditions/neurofibromatosis/symptoms-causes/syc-20350490>
3. National Organization for Rare Disorders (NORD) - Neurofibromatosis: <https://rarediseases.org/rare-diseases/neurofibromatosis/>

If you have any questions or concerns, please don't hesitate to reach out to your healthcare provider. They can help explain the findings in more detail and discuss potential treatment options.



Simplified

CONSIDERATIONS:

- Simplify

This MRI report is about an examination of your arm and spine. It found some growths on your nerves, which might be causing the pain in your right arm. These growths are called "neurofibromas" and they can be found in both of your arms, but there are more and larger ones on the right side.

There are also growths found in your neck, upper back, and lower back, inside and outside the spinal cord. These growths might also be affecting the nerves in those areas.

In summary, the MRI found growths in the nerves of your arms and spine, and these growths may be causing your pain and discomfort. Your doctor can provide more information about these growths and potential treatments to help you.

Este informe de resonancia magnética es sobre un examen de tu brazo y columna vertebral. Se encontraron algunos crecimientos en tus nervios, que podrían estar causando el dolor en tu brazo derecho. Estos crecimientos se llaman "neurofibromas" y se pueden encontrar en ambos brazos, pero hay más y más grandes en el lado derecho.

También se encontraron crecimientos en tu cuello, espalda superior y espalda inferior, dentro y fuera de la médula espinal. Estos crecimientos también podrían estar afectando los nervios en esas áreas.

En resumen, la resonancia magnética encontró crecimientos en los nervios de tus brazos y columna vertebral, y estos crecimientos podrían estar causando tu dolor y malestar. Tu médico puede proporcionarte más información sobre estos crecimientos y posibles tratamientos para ayudarte.

Teaching & Learning

Acceleration & Outcomes

Unleash Your Inner Leader: Master the Art of Healthy Narcissism

Prompt

Are you aware of this article "Is a little narcissism a good thing in leadership roles? Test of an inverted - U-shaped relationship between leader grandiose narcissism and follower satisfaction with leader- Gerhard Blickle a,*, Franziska Bohm "a, Andreas Wihler b"

Response

Yes, I am aware of the article you mentioned. The article is titled "Is a little narcissism a good thing in leadership roles? Test of an inverted U-shaped relationship between leader grandiose narcissism and follower satisfaction with leader" and is authored by Gerhard Blickle, Franziska Bohm, and Andreas Wihler. The study examines the relationship between leader grandiose narcissism and follower satisfaction with the leader.

The main finding of the study is that there is an inverted U-shaped relationship between the two variables, suggesting that a moderate level of narcissism may be beneficial in leadership roles. In other words, a certain amount of narcissism might be advantageous for leaders, as it can contribute to confidence, charisma, and assertiveness. However, when narcissism levels become too high, these positive traits can turn into arrogance, entitlement, and manipulateness, which negatively affect the satisfaction of followers.

It is important for leaders to strike a balance in their level of narcissism in order to be effective and maintain the satisfaction of their followers.

Learning Outcomes, Competencies, and Beyond

Prompt

An executive coach and leadership expert. if you had to teach healthy narcissism taking into consideration mental health and healthy leadership principles, what competencies would you be teaching? please specify the competencies in knowledge, skills, abilities and learning outcomes

Response

Here are the competencies that I would focus on, categorized into knowledge, skills, abilities, and learning outcomes:

Knowledge:

1. Understanding the differences between healthy and unhealthy narcissism.
2. Familiarity with leadership styles and how they interact with narcissism.
3. Awareness of the impact of narcissism on team dynamics and organizational performance.

Skills:

1. Effective communication: Developing the ability to convey ideas clearly, assertively, and respectfully.
2. Active listening: Paying attention to others' viewpoints, asking questions, and demonstrating empathy.
3. Emotional intelligence: Recognizing and managing one's own emotions, as well as understanding and responding to the emotions of others.
4. Adaptability: Adjusting leadership style to suit the situation and the needs of the team.
5. Self-reflection: Evaluating one's own actions, thoughts, and emotions to foster personal growth.

Abilities:

1. Confidence: Believing in one's own abilities while remaining open to feedback and learning.
2. Empathy: Connecting with others on an emotional level and understanding their perspectives.
3. Resilience: Recovering from setbacks, maintaining motivation, and learning from failures.
4. Humility: Acknowledging limitations, seeking help when needed, and sharing credit for success.
5. Assertiveness: Expressing oneself in a direct, honest, and respectful manner, without being aggressive or passive.

Learning Outcomes:

1. Participants will be able to identify the characteristics of healthy and unhealthy narcissism.
2. Participants will develop communication and listening skills that promote positive relationships and team cohesion.
3. Participants will learn to recognize and manage their own emotions, as well as understand and respond to the emotions of others.
4. Participants will be able to adapt their leadership style based on the situation and the needs of their team.
5. Participants will practice self-reflection and incorporate feedback to foster continuous personal and professional growth.

Session 1: Humility and Narcissism in Leadership

Prompt

Create a course title, learning methods, course outline, and lesson plan.

Response

Course Outline:

1. Introduction to Healthy Narcissism in Leadership

- Defining healthy and unhealthy narcissism
- The role of narcissism in leadership styles
- The impact of narcissism on teams and organizations

2. Communication and Active Listening

- Verbal and non-verbal communication skills
- Assertiveness in leadership
- Active listening techniques and empathy

3. Emotional Intelligence and Leadership

- Understanding and managing emotions
- Developing empathy and social awareness
- Building strong relationships and team cohesion

4. Adaptability and Resilience in Leadership

- Adapting to changing circumstances
- Maintaining motivation and learning from setbacks
- Fostering resilience in teams

5. Cultivating Humility and Self-reflection

- Recognizing limitations and seeking help
- Sharing credit and celebrating team successes
- Practicing self-reflection for continuous improvement

6. Course Review and Personal Action Plan

- Summarizing key concepts and competencies
- Developing a personalized action plan for growth
- Setting goals and milestones for leadership development

How do I get started?

Grow AI literacy and skills across your organization

Equip students, staff, and educators with the skills to effectively leverage AI-powered technology

Select and share the right AI training for your organization

Get your data estate AI-ready with Azure

Learn how migrating your data to Azure can give you the foundation for better AI experiences

Build your data strategy on Azure

Design intelligent app experiences with Azure AI

Learn how to build AI-powered applications for your organization on Azure

Evaluate your potential uses of AI



Conversational Azure OpenAI Accelerator

*Launch your District's
Generative AI program fast*



The easy-button solution to launch your GenAI program

University of Michigan recently launched their [U-M Maizey bot](#) leveraging GenAI, built using 100% Azure resources like Azure Open AI Service and Azure AI Search - learn how your university can launch the same program at a fraction of the cost and resources.

Getting Started - Zammo is the easy-button solution to enable:

- **Simple setup:** Each professor manages a dedicated bot for each class effortlessly.
- **Easy customization:** Use pre-built bots with a welcoming message, customizable prompts, and guardrails—just edit in configuration variables.
- **User-friendly design:** Navigate a clear UI for bot creation, including full-page display, typing simulation, and show source links.
- **Effortless material upload:** Easily upload text-based course materials—documents, PowerPoints and web pages (no videos).
- **Control access:** Set access permissions for each individual bot, ensuring privacy and security.
- **Pre-share testing:** Test your bot before sharing the link with students for a smooth experience.
- **Guided setup:** Follow a step-by-step video guide to walk you through the bot building process.
- **Data insights:** Access analytics for each bot, gaining valuable information on interactions and performance.

Coming Soon -

- **Seamless video upload:** Easily upload videos with context indexing for enhanced organization.
- **External data integration:** Connect to external sources (like Canvas LMS) ensuring a smooth flow of information.

Re-usable Conversation Library accelerates success across campuses



Education Conversational Library

By importing this any of these .zip file triggers into your conversation in UI Builder, users can trigger a multi-turn conversation to complete a variety of tasks. These conversational flows can connect to your backend system or API to automi

Admissions

- [Send Transcripts](#)
- [Application Status](#)
- [Change Application](#)
- [Schedule an Appointment with an Advisor](#)
- [Outstanding Fees](#)
- [Who is my Academic Advisor?](#)
- [Submit an Intent to Enroll](#)
- [Orientation Sign Up](#)
- [Preliminary Financial Aid Eligibility](#)
- [Submit Declaration of Finance](#)
- [To Do List](#)
- [Pay Enrollment Deposit](#)
- [Admission Letter](#)
- [Admission Status](#)

IT Services

- [Reset Password](#)
- [Key Card Repair](#)
- [Computer Rental](#)
- [Broken Equipment](#)
- [Microsoft 365 Access](#)
- [Activate Account](#)
- [Locked Out of Account](#)
- [Connect to WIFI](#)
- [Change Email Address](#)

Finance

- [Financial Aid Information](#)
- [Scholarship Status](#)
- [Work Study Status](#)
- [Financial Aid Status](#)
- [Current Money Owed](#)
- [Loan Amount](#)
- [Change Bank Account Information](#)
- [Financial Advisor Appointment](#)

Campus Life

- [Maintenance Request](#)
- [Meal Card Balance](#)
- [Find a Location on Campus](#)
- [Locked Out of Dorm](#)
- [Noise Complaint](#)
- [Report Lost Item](#)
- [Report Found Item](#)
- [Report Suspicious Activity](#)

Alumni

- [Request Transcripts](#)
- [Make a Donation](#)
- [Submit a Class Note](#)
- [Career Outcomes Survey](#)
- [Alumni-Owned Business Registry](#)
- [Alumni Newsletter Registration](#)
- [Alumni Conference Registration](#)

Student Services

- [Schedule an Appointment with an Advisor](#)
- [What's my GPA?](#)
- [Event Request](#)
- [Report a Conduct Violation](#)
- [Report an Accessibility Concern](#)
- [Report a Concerning Behavior](#)
- [Report Hazing](#)
- [Graduation Status](#)
- [Order Cap & Gown](#)
- [Graduation Tickets](#)

K-12

- [Report a Child's School Absence](#)
- [Purchase Tickets to the Game](#)
- [Outstanding Sports Fees](#)

Course Information

- [Check my Grade](#)
- [Course Book Requirements](#)
- [Book Rental Return Date](#)
- [View my Grades](#)
- [Check Notifications](#)
- [Add a Class](#)
- [Drop a Class](#)
- [Unofficial Transcript](#)
- [My Progress](#)
- [Class Schedule](#)

More...

Conversational Azure OpenAI (ChatGPT) Accelerator

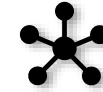
Get a ChatGPT-like experience using only your data today

Azure OpenAI Product Group's Accelerator uses trusted software partner Zammo.ai, whose SaaS solution elegantly weaves 30 Azure services, is omni-channel, multi-lingual and exclusively on Azure



One-Click Deployment

Create informational and transactional content one time, deploy, and manage simultaneously across channels of your choosing



Easily deploy automated conversations to popular text-based channels



Website Chatbot



Microsoft Teams



SMS Messaging



WhatsApp



Slack



FB Messenger

as well as to several voice and IVR/Telephony channels



Azure Communication Services (ACS)



Soul Machines



Amazon Alexa



Twilio

using integration modules for data and telephony systems



Genesys



Microsoft Dynamics 365



salesforce



zendesk



NICE inContact



servicenow

How to get started enriching your contact center with Azure OpenAI

- Fast Custom Demo – request a no-cost, no obligation custom demo using your web pages and documents
- Next Steps – go deeper with technical enablement and options like paid Proof of Concept (POC), etc.

Email your Microsoft specialist, cc: OpenAIAccel@microsoft.com, Azure_AI_Accelerator@zammo.ai to start today!

AI Trainings and Resources

For students

[AI Foundations](#)

For educators

[Prepare to teach Azure AI Fundamentals](#)

All learners

[Introduction to Artificial Intelligence](#)

[What is Generative AI](#)

[Azure AI Fundamentals](#)

[Identifying principles and practices for responsible AI](#)

[Introduction to the Azure OpenAI Service](#)

Technical teams

[AI Engineer Path](#)

[#30DaysofAzureAI](#)

[Azure AI Learning Journey](#)

[Azure AI Technical Community](#)

Learn more

[Exploring new opportunities with AI in education](#)

[Microsoft's approach to AI](#)

[Responsible AI](#)



Azure SQL

The family of SQL cloud databases



Azure SQL

The family of SQL cloud to edge databases



SQL Server on Azure Virtual Machines

Best for lift and shift and/or workloads requiring OS-level access

Infrastructure-as-a-Service



Azure SQL Managed Instance

Best for modernizing existing apps

Platform-as-a-Service



Azure SQL Database

Best for supporting modern cloud apps



Azure SQL Edge

Best for extending apps to IoT edge

Edge Computing



Azure SQL enabled by Azure Arc

Run Azure SQL on premises and in multicloud environments

Azure is the cloud that knows SQL Server best

Comparing manageability



	Intelligent performance/security	Intelligent performance/security	Intelligent performance/security	
Applications	Applications	Applications	Applications	Managed by customer
Data	Data	Data	Data	Managed by customer
Database	Database	Database	Database	Managed by customer
SQL instance-level features	SQL instance-level features			Managed by customer
High Availability /DR/Backups	High Availability/ DR/Backups	High Availability/ DR/Backups	High Availability/ DR/Backups	Managed by Microsoft
Database provision/ Patch/Scaling	Database provision/ Patch/Scaling	Database provision/ Patch/Scaling	Database provision/ Patch/Scaling	Managed by Microsoft
Operating system	Operating system	Operating system	Operating system (container)	Managed by Microsoft
Virtualization	Virtualization	Virtualization	Container Platform	Managed by customer
Hardware	Hardware	Hardware	Hardware & Operating System	Managed by customer
Datacenter management	Datacenter management	Datacenter management	Device management (IoT Hub)	Managed by Microsoft

*in connected scenario

Azure SQL is the best choice for SQL Server workloads

Run any workload anywhere on the industry-leading SQL Server engine

Fully-managed and
always up to date



Be more productive with **AI-powered features** that automate tasks and optimize performance for you

Use your existing SQL
experience in the cloud



Build on what you know with a **consistent code base** and deploy it anywhere from edge to cloud

Save with the lowest
total cost of ownership



Get more cloud for less with **leading price-performance** and savings up to 85% off pay-as-you-go rates with **Azure Hybrid Benefit**.

Protect your data with
built-in, real-time
intelligent security



Secure your data with layers of protection, built-in controls, **intelligent threat detection**, and the **broadest set of compliance offerings**

The only cloud with evergreen SQL

Software is continually updated and never requires patches

Azure SQL Copilot (Private Preview)

Natural Language to SQL Conversion

- Examples:

- Which agents have listed more than two properties for sale?
- Tell me the rank of each agent by property sales and show name, total sales, and rank
- Show me a pivot summary table that displays the number of properties sold in each year from 2020 to 2023

- Administration Examples:

- How much space is being used by this database?
- What are the active connections running right now?
- What are the top high CPU queries run in the last week?

My database is slow

Based on the data provided, it appears that your Azure SQL Database is experiencing high CPU utilization. The average CPU percent over the past hour was 25.65%, with a maximum of 99.9%. There were 10.25 minutes where the CPU percent was over 80%, which indicates a high CPU scenario.

Looking at the currently running queries, it seems that the same query is being executed multiple times, each consuming a significant amount of CPU time. The query is:

```
SELECT [Address] FROM [dbo].[Properties] WHERE  
[ListPrice]=@1;
```

In the past 2 hours, the query with the hash `0xCC22BC149C31B9B7` has been executed 8855 times, with an average CPU time of 377.432 ms and a maximum CPU time of 682.191 ms. This query is causing a high CPU due to being executed many times.

To troubleshoot this issue, you should start with the following steps:

1. Investigate the top CPU consuming query identified above for missing index or antipattern. You can use the Query Store feature in Azure SQL Database to review the execution plan of the query and identify potential optimization opportunities.
2. Identify recent changes in database workload. If the workload has increased recently, it might be necessary to scale up your database to handle the increased load.

How can I tune that high CPU query?

Based on the data provided, there is a suggestion for a missing index that could potentially improve the performance of your high CPU query. The suggested index is for the ListPrice column in the Properties table. The CREATE INDEX statement for this suggestion is as follows:

```
CREATE NONCLUSTERED INDEX  
[NCI_Properties_ListPrice_2] ON [PropertySearch].  
[dbo].[Properties] ([ListPrice]) WITH (ONLINE= ON,  
RESUMABLE=ON);
```

This index could potentially improve the performance of your query by 99.73%. However, please note that this is a suggestion and it's important to test this index in a non-production environment before implementing it in production. You can learn more about identifying and adding missing indexes [here](#) and about tuning nonclustered missing index suggestions [here](#).

As for anti-pattern queries, no rows were returned from the internal SQL telemetry results. This means that there were no anti-pattern queries detected in the past 2 hours. However, it may take some time for the anti-pattern query to show up. You can learn more about performance problems due to anti-pattern

What is Query Store in SQL Server?

How do I update statistics in SQL Server?

What are stored procedures and how do they improve performance?

Save time, save money, with a zero cost Migration of SQL based workloads to Azure

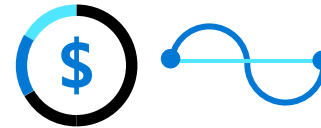
Use the Microsoft Migration Factory to migrate and modernize your *low complexity SQL based workloads to Azure

For SQL Based Workloads moving to Azure

Leverage the SQL + Application Migration Factory for your migration to Azure. Microsoft's extended team of Architects, Engineers and Project Managers will execute a rapid and safe hands-on keyboard migration for your SQL Server database and Application.

Optimize Migration Costs

Looking for the benefits for Cloud but migration costs and resources are a challenge? Not anymore, our team can complete your migration with you



Migrate with or let us do it for you

Migration teams can work with existing technical teams (Migrate with) or take complete autonomy for your migration (Migrate for)

PoC to Production

Robust assessment process will ensure the right Azure SQL services (IaaS or PaaS) and high availability to meet your requirements across Dev, Test and Production migrations



Reliable Migration

Proven Migration best practices allow us to right size and choose the most optimal solution for SQL Server workloads

* Application servers moved to IaaS only



Introducing Unified Analytics

Microsoft Fabric



Data
Integration



Data
Lake



Spark
Engines



Data
Warehouse



Real Time
Analytics



Data
Science



Business
Intelligence



Governance

Unified analytics fabric

End-to-end analytics data fabric
From the data lake to the business user

Announcing



Microsoft Fabric

The data platform for the era of AI



Demo

Public Preview

Get started creating report pages with Copilot for Power BI

1. Understand your dataset quickly
2. Get suggested topics for report pages
3. Create pages for high-level topics
4. Use our editing tools to customize your report

POC Lukasz Pawlowski

Name	Type	Owner	Refreshed	Next refresh	Endorsement	Sensitivity	Included in app
Hotel Customer Retention	Report	Copilot Demos	5/10/23, 5:54:33 PM	—	—	Non-Business	<input type="checkbox"/>
Hotel Customer Retention	Semantic model	Copilot Demos	5/10/23, 5:54:33 PM	N/A	—	Non-Business	<input type="checkbox"/>
Hotel Demo Clean Model	Semantic model	Copilot Demos	7/17/23, 10:14:52 AM	N/A	—	Non-Business	<input type="checkbox"/>
Hotel Demo Clean Model 2	Report	Copilot Demos	10/31/23, 12:40:28 AM	—	—	Non-Business	<input type="checkbox"/>
Hotel Demo Clean Model 2	Semantic model	Copilot Demos	10/31/23, 12:40:28 AM	N/A	—	Non-Business	<input type="checkbox"/>
Hotel Demo Clean Model 2.pbix	Dashboard	Copilot Demos	—	—	—	—	<input type="checkbox"/>
Hotel Demo Created 10.18	Report	Copilot Demos	7/17/23, 10:14:52 AM	—	—	Non-Business	<input type="checkbox"/>
King County Food Safety	Report	Copilot Demos	6/9/23, 8:55:25 AM	—	—	Confidential/Micro...	<input type="checkbox"/>
Marketing Impact	Report	Copilot Demos	7/17/23, 10:14:52 AM	—	—	Non-Business	<input type="checkbox"/>
Table	Semantic model	Copilot Demos	5/19/23, 11:50:07 AM	N/A	—	Confidential/Micro...	<input type="checkbox"/>
Taylor Swift Analysis by Copilot	Report	Copilot Demos	10/23/23, 9:31:54 AM	—	—	Confidential/Micro...	<input type="checkbox"/>
Taylor Swift Data	Report	Copilot Demos	10/20/23, 6:05:23 PM	—	—	Confidential/Micro...	<input type="checkbox"/>
Taylor Swift Data	Semantic model	Copilot Demos	10/20/23, 6:05:23 PM	N/A	—	Confidential/Micro...	<input type="checkbox"/>
Taylor Swift Data.pbix	Dashboard	Copilot Demos	—	—	—	—	<input type="checkbox"/>



Copilot in Microsoft Fabric

The unified data platform for the era of AI



Data
Factory



Synapse Data
Engineering



Synapse Data
Science



Synapse Data
Warehousing



Synapse Real
Time Analytics



Power BI



Data
Activator



Copilot in Microsoft Fabric



OneLake



Purview

Unified
architecture

Unified
experience

Unified
governance

Unified
business model



Copilot in Microsoft Fabric

The unified data platform for the era of AI



Copilot in Microsoft Fabric



Power BI

Quickly create report pages, natural language summaries, and generate synonyms.



Synapse Data
Science

Quickly generate code in Notebooks to help work with Lakehouse data and get insights.



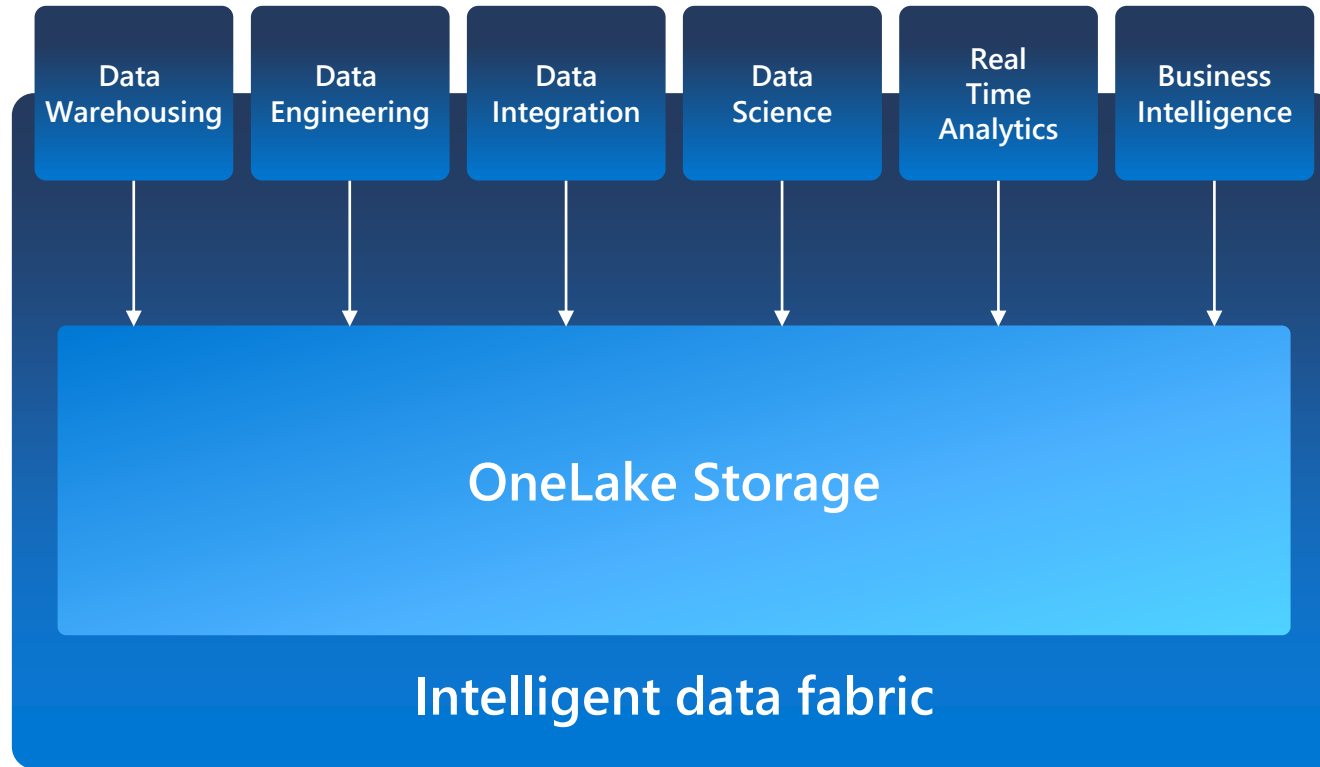
Data
Factory

Quickly clean and move data using Dataflows and Data Pipelines.

More experience shipping monthly

OneLake for all Data

“The OneDrive for Data”



A single SaaS lake for the whole organization

Provisioned automatically with the tenant

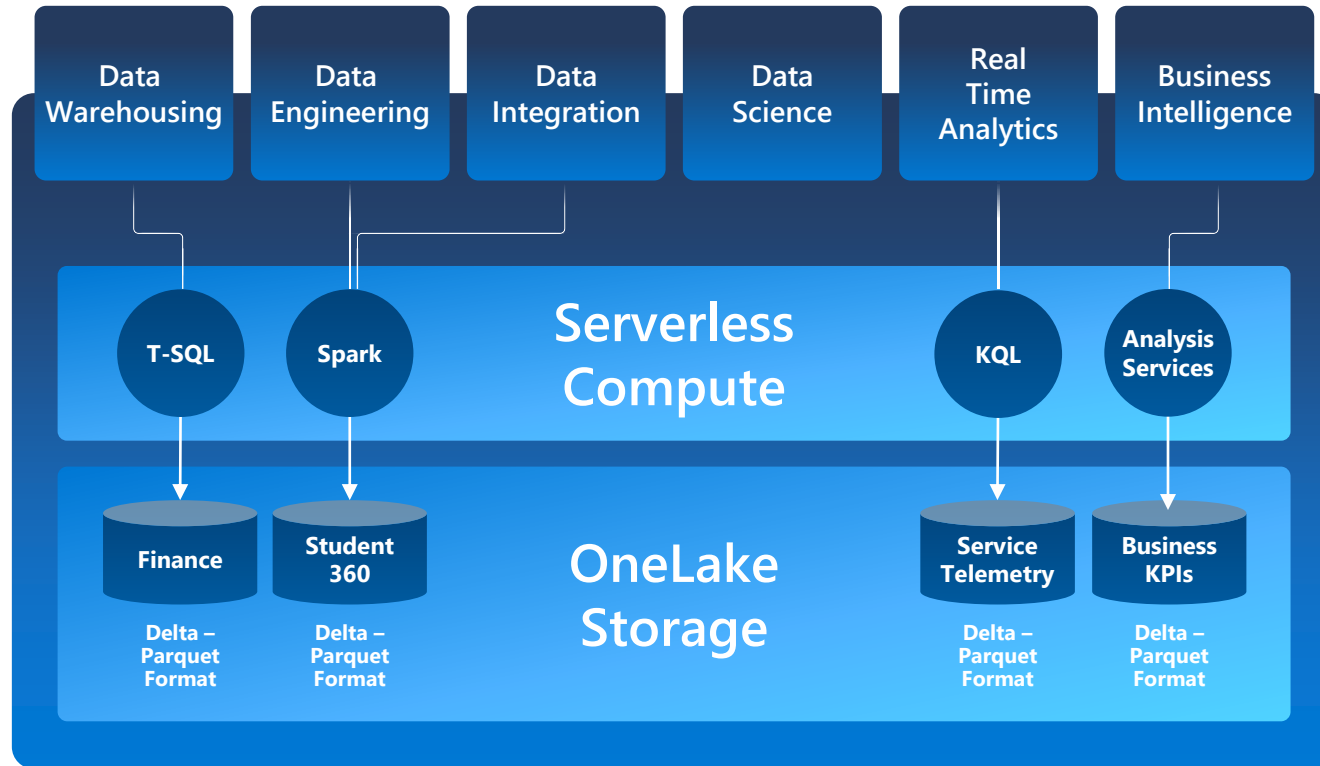
All workloads automatically store their data in the OneLake workspace folders

All the data is organized in an intuitive hierarchical namespace

The data in OneLake is automatically indexed for discovery, MIP labels, lineage, PII scans, sharing, governance and compliance

One Copy for all computes

Real separation of compute and storage



All the compute engines store their data automatically in OneLake

The data is stored in a single common format

Delta - Parquet, an open standards format, is the storage format for all tabular data in Fabric

Once data is stored in the lake, it is directly accessible by all the engines without needing any import/export

All the compute engines have been fully optimized to work with Delta Parquet as their native format

Shared universal security model is enforced across all the engines

