

StAI in the Euroregion Neisse



Issue: Retain young academics in the area



develop business world



focus on corporations that are not utilizing AI in their practice
72 % of SMEs (Schönberger, 2023)

Key Take Aways (Skoda, 2025)

=> SKODA CURENTLY FOCUS ON CHATBOT DEVELOPMENT AS AI STRATEGY

E. G. ŠAILA - VIRTUAL ASSISTANT & CIC
- CUSTOMER ENGAGEMENT

AI AGENT:

- SUPER SMART ASSISTANT
- SEVERAL INPUT SOURCES
- BENEFIT: UTILIZED IN ALL BUSINESS DEPARTMENTS
- GOOD FOR NEW EMPLOYEES



1. AI AUGMENTS, NOT REPLACES

AI ENHANCES CREATIVITY, DECISION-MAKING, AND PRODUCTIVITY, SUPPORTING RATHER THAN REPLACING HUMAN ROLES. (SEBASTIAN BENAD, 2025)

2. TECHNOLOGY AI SPEECH PROCESSING

AI TRANSCRIPTION TOOLS ARE POWERFUL BUT STILL FACE ISSUES WITH BIAS AND CONTEXT, HIGHLIGHTING THE NEED FOR DIVERSE TRAINING DATA. (PETR CERVA, 2025). AI SPEECH SYSTEMS HAVE IMPROVED SIGNIFICANTLY WITH TRANSFORMER MODELS LIKE BERT OR WHISPER, BUT BIASES PERSIST, ESPECIALLY IN UNDERREPRESENTED DIALECTS (ZHANG ET AL., 2022).

3. EXPERIMENTAL LEARNING

VISITING ŠKODA AND USING VR SHOWED HOW IMMERSIVE TECH BOOSTS UNDERSTANDING AND CONFIDENCE IN INNOVATION. (ŠKODA, 2025)

4. FAIR AI IN HR

AI CAN REDUCE HIRING BIAS, BUT FAIRNESS MUST BE INTENTIONALLY BUILT INTO SYSTEMS. (ALBRECHT LÖHR, DANIELA SALKOVA, 2025) BINNS (2018) ARGUES THAT FAIRNESS IN ALGORITHMIC DECISION-MAKING IS CONTEXT-DEPENDENT, AND TOOLS MUST BE REGULARLY ASSESSED TO ALIGN WITH ETHICAL GOALS.

5. AI FOR RISK FORECASTING

PREDICTIVE AI HELPS ANTICIPATE SUPPLY CHAIN DISRUPTIONS, SUPPORTING FAST, DATA-DRIVEN DECISIONS. (JANIS PURK, 2025) OFFERS POTENTIAL FOR BETTER DECISION-MAKING STRATEGIES.



SKODA

Neurons



Nora - Resilience / Personal growth

Weronika - Solving communication and translation problems

Alwin - Working in international teams

Kinga - Creativity, motivation

Marvin - Leadership

Wiktor - Adaptable, collaborative

Neural Network = huge amount of parameters (neurons; GPT 3.5: 175 bn) connected with each other that are small controllers to finetune the desired output (backpropagation)(He, K., Zhang, X., Ren, S., et al., 2016)(Mijwil et al., 2023)(Sebastian Benad, 2025)

=> it is a weighted sum that need to be adjusted (Petr Cerva, 2025)

