SUNDOG PRESS

Meet the author.

ROBBEE MINICOLA, PHD

StayHuman.StayValued.

Who is Dr Robbee Minicola?

Dr Robbee Minicola is a social and behavioral psychologist, author, and technology executive whose work sits at the intersection of artificial intelligence, human behavior, organizational change, and the future of work.

Her professional background combines senior leadership in technology with academic expertise in psychology. During her career at Microsoft, she worked with organizations adopting artificial intelligence and navigating the operational and human changes that accompanied it. Her experience includes enterprise AI adoption, organizational transformation, product and business leadership, and the practical realities of introducing new technology into complex workplaces.

Her academic work focuses on the human consequences of technological change, particularly identity, judgment, agency, self-worth, professional confidence, and the ways people understand their own value at work. She is especially interested in what happens psychologically when technology begins performing tasks that people have historically associated with intelligence, expertise, creativity, and professional competence.

Her work is grounded in a simple premise: the future of work should not be understood only as a technical or economic problem. It is also a psychological problem. Changes in technology alter how people experience their competence, how they make judgments, how they relate to their own authorship, and how they understand what makes their contribution matter.

Dr Minicola's books are published by SunDog Press, a publishing and research organization dedicated to work exploring human potential in the age of artificial intelligence. Through its books, research initiatives, and learning experiences, SunDog Press examines not only what AI can do, but what its expanding capabilities mean for human identity, judgment, agency, and value.

Why Dr Minicola wrote these three books.

Dr Minicola wrote these books because most conversations about artificial intelligence at work begin with the technology.

They ask what the tools can do, how quickly they can do it, and how organizations can use them to improve productivity. Those questions matter, but they frequently leave out the person expected to work alongside the technology.

When people begin using systems such as Copilot, Gemini, and ChatGPT, the effects are not only operational. They are psychological. People may become more productive while becoming less certain about their own judgment. They may create better work while feeling less connected to its authorship. They may gain access to more knowledge while becoming less clear about the value of their own experience.

These changes become more significant as artificial intelligence moves from generating answers to acting on delegated goals. At that point, the question is no longer simply how people use AI. It becomes how people authorize, direct, supervise, and remain accountable for work performed by systems acting on their behalf.

Dr Minicola wrote *Copilot Effect*, *Genius Element*, and *Agentic Change* to examine these changes as one connected progression.

The Copilot Effect asks what generative AI is doing to people psychologically.

The Genius Element asks what remains distinctly human when competent answers become widely available.

Agentic Change asks how people and organizations must change when artificial intelligence begins carrying out consequential work.

Together, the books help readers understand what is changing before they are forced to respond under pressure. Their purpose is not to create fear about the future of work. It is to help people become more deliberate about their judgment, development, and the human capacities they choose to strengthen as technology continues to improve.

Complimentary virtual speaking engagements

Dr Robbee Minicola offers a limited number of complimentary virtual talks for workplaces, professional organizations, libraries, universities, workforce groups, and community organizations. These conversations are designed for audiences seeking to understand how artificial intelligence is changing work and what people can do now to strengthen their judgment, agency, and distinct human value.

Typical format

- Delivered online
- 20–25 minute presentation
- 5–10 minute audience question-and-answer session
- Limited complimentary book giveaway
- No speaker fee

Potential topics

The psychological impact of generative AI at work. How AI tools are affecting confidence, authorship, identity, judgment, and agency.

Understanding distinct human value. How people can identify the knowledge, experience, pattern recognition, and perspective that distinguish their contribution.

Using AI without losing human judgment. How people can benefit from generative AI while remaining intellectually and professionally present in their work.

Preparing to work with AI agents. How delegation, authorization, oversight, and accountability change when AI begins carrying out multistep work.

A conversation tailored to a profession or workforce. A focused discussion of how generative or agentic AI is changing a particular occupation, industry, or community.

Value to your audience

The purpose of the talk is not to create alarm about job loss. Dr Minicola is there to help people recognize that their work may be changing before their role is directly threatened, and to begin identifying the knowledge, judgment, perspective, and experience they want to strengthen as technology advances. Participants should leave with a more grounded understanding of what is changing, a clearer view of their own human contribution, and a practical reason to begin developing that contribution now rather than waiting until they are under pressure to defend it.

[Request Dr Minicola for a complimentary virtual talk: www.sundog-press.com/booktheauthor]

Copilot Effect: Central Argument

The most consequential effect of workplace AI is not merely that it changes how quickly work is done. It changes what work appears to prove about the person doing it. When output, competence, authorship, and identity become psychologically entangled, intelligent systems can destabilize self-worth even while improving performance.

The response is not to reject AI or compete with it at speed. It is to restore an internal foundation of worth, preserve mastery and agency, define authorship and authority, reactivate deliberate judgment, and choose a form of reinvention grounded in contribution rather than fear.

COPILOT EFFECT AT-A-GLANCE

Cognitive disruption
Recognize the initial threat-or-challenge appraisal when AI begins thinking beside you.

Productivity and self-worth
Notice how output, visibility, and praise become measures of personal value.

Self-efficacy
Understand how automation can weaken belief in your ability to initiate and perform the work.

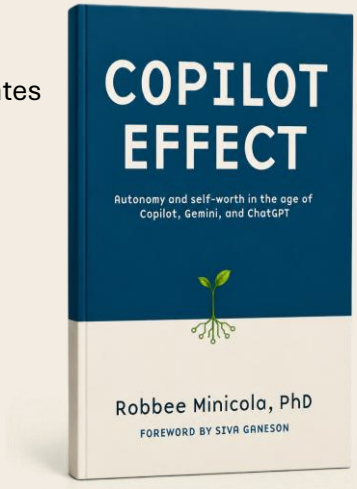
Authorship and authority
Reclaim ownership, judgment, and responsibility when AI generates much of the output.

Worth beyond performance
Build internal stability before attempting reinvention.

Deliberate judgment
Restore slower, reflective thinking in a workplace optimized for speed.

Patterns of reinvention
Recognize how change unfolds through catalysts, constrained choices, and imperfect decisions.

Direction
Choose the scale and direction of change that fits your capacity and values.



Genius Element: Central argument

AI does not foster “genius,” but it does change the conditions under which human intelligence can sharpen. With AI, human contribution increasingly lies in interpreting signals, assigning significance, protecting unfinished ideas, integrating perspectives, learning from uncertainty, interrupting fast conclusions, and governing capability with judgment.

The decisive measure is not how frequently someone uses an intelligent system or how much time it saves. It is whether working with the system changes how that person understands problems, develops ideas, works with others, and accepts responsibility for what follows.

GENIUS ELEMENT AT-A-GLANCE

Signals to patterns: Use AI to surface information, then interpret what the pattern means.

Patterns to significance: Locate human value in judgment, meaning-making, and design rather than output.

Unfinished ideas: Protect emerging thought from premature evaluation.

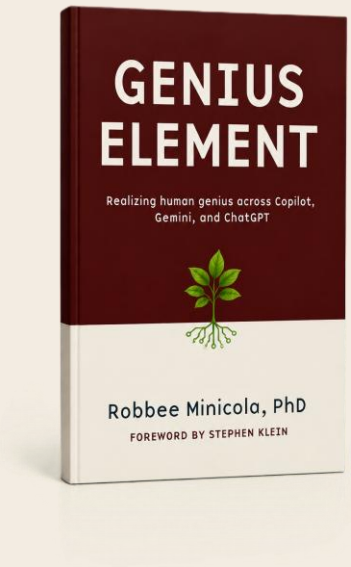
Shared understanding: Use different perspectives to expand judgment rather than defend positions.

Uncertainty as information: Treat ambiguity as material for inquiry rather than a defect to eliminate.

Reflection over speed: Interrupt persuasive answers long enough to examine assumptions.

Responsibility with capability: Decide what should be done, not only what can be done.

Transformation over usage: Measure whether AI changes thinking, not merely whether it is used.



Agentic Change: Central Argument

Agentic AI changes accountability because intelligent systems can operate autonomously. They can communicate, assign, recommend, approve, reject, escalate, update, optimize, and trigger consequences. The human responsibility therefore moves upstream into what is authorized, represented, delegated, defined, slowed, paused, aligned, and owned.

The goal is *not* to keep all actions performed by humans. The goal is to make human authority and accountability explicit before intelligent workflows proceed. Responsible agentic work is not anti-automation; it is the operating discipline that allows automation to remain trustworthy.

Agentic Change Overview

Generative AI produces drafts, summaries, analyses, and recommendations. Agentic AI can move work into execution: scheduling, assigning, updating, notifying, approving, closing, escalating, or triggering downstream workflows. The human question is therefore no longer only whether an output is useful, but what the system is allowed to set in motion.

Human responsibility moves upstream into instructions, permissions, criteria, entitlements, review thresholds, and escalation rules. The book is platform-neutral. Whether the system is built with Copilot, ChatGPT, Gemini, Claude, or an internal enterprise platform, the responsibility problem is the same: capable systems require explicit authorization, meaningful oversight, defined values, correction mechanisms, and human ownership.

These responsibilities come together in the **Agentic Accountability Model**, a practical framework for governing intelligent systems before action occurs. It comprises eight disciplines: *authorize, represent, bound, define, slow, pause, align,* and *own*. Together they provide a means of designing AI-enabled work so that accountability remains explicit as capability increases.