

KM Conference 2025

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University of Siena, Department of Information Engineering and Mathematics, Italy
Themes: Knowledge Management, Cybersecurity, Learning, and Information Technology

<http://www.iiakm.org/conference/>

Conference Workshop

F(AI): Using AI to Beat FAI (Fear of Appearing Incompetent) in a Classroom

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Workshop Overview:

The KM Conference brings together experts in knowledge management, organizational learning, cybersecurity, and Information Technology together, many of whom are lecturers in these fields. The question is what can be done to ensure that students today are not afraid of speaking up, asking questions or participating in class. This year, we delve into the **Fear of Appearing Incompetent (FAI)**—a common challenge affecting student participation and confidence in academic settings—as we explore strategies and **AI (Artificial Intelligence) tools** to transform classrooms into psychosocially safe learning spaces. The workshop is designed to equip faculty with practical strategies and AI tools to address FAI. The workshop begins by exploring the root causes and behavioral signs of FAI. Participants will engage in meaningful discussions, share personal experiences, and engage in innovative thinking to reduce FAI. Participants will gain hands-on experience with AI applications and develop personalized action plans that integrate AI to foster psychological safety and growth mindsets in students. The session concludes with reflection activities, ensuring everyone leaves confident and prepared to implement AI and strategies for reducing FAI by creating supportive, growth-oriented class environments.

About the Workshop Facilitators:

Julita Haber, Ph.D. is an associate clinical professor in the Leading People and Organizations area at the Gabelli School of Business at Fordham University. Her current teaching includes principles of management, innovation and resilience, operations, and foundations of consulting. Her research interests focus on organizational behavior and pedagogy. In particular, she studies impressions of competency and the adverse effects of the fear of appearing incompetent in the workplace. Julita also implements innovative pedagogical methods. She developed a fitness-integrated learning (FIL) approach that engages students in physical exercise when learning in class. Prior to academia, her career spanned 20 years of experience in IT and business, including management consulting at Deloitte and PwC.



Christiaan Maasdorp, Ph.S. is a Senior Lecturer at the University of Stellenbosch, in South Africa, and study director of the postgraduate programs in Information and Knowledge Management. He lectures on Knowledge Management, Organization Theory, and the Information Society. His research interests are knowledge risk, conceptual aspects of knowledge management, and the role of knowledge and technology in organizations.

