AUGMENTING, UPSKILLING, AND RESKILLING: BUILDING YOUR AI-READY WORKFORCE

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LEADERSHIP STRATEGIES FOR AI-READY WORKFORCE

Vision and Commitment: Develop a clear AI adoption vision.

Strategic Alignment: Align AI with business goals and outcomes.

Management Buy-In: Highlight the necessity of leadership engagement.

ALIGN AI INTEGRATION WITH STRATEGIC INITIATIVES

Strategic Alignment: Link AI efforts to long-term business objectives.

Examples:

- Enhance customer experience
- Increase productivity
- Improve operational efficiency
- Create rewarding work

THE AI-READY WORKFORCE

Employees skilled in AI tools and adaptable to technology-driven roles.

Drives innovation and supports operational transformation.

CREATING A CULTURE THAT EMBRACES AI

- Awareness and Education: AI workshops and training.
- Encourage Innovation: Foster a mindset of experimentation and adaptability.
- Collaboration: Break silos for cross-functional teamwork.

REDUCING EMPLOYEE FEARS OF AI

Communication: Openly discuss AI's role in enhancing jobs.

Involvement: Engage employees in AI projects.

Support: Provide tools and resources for adaptation.

PROCESS AND TASK CHANGES

1

Process Changes: Automate repetitive tasks and improve workflows.

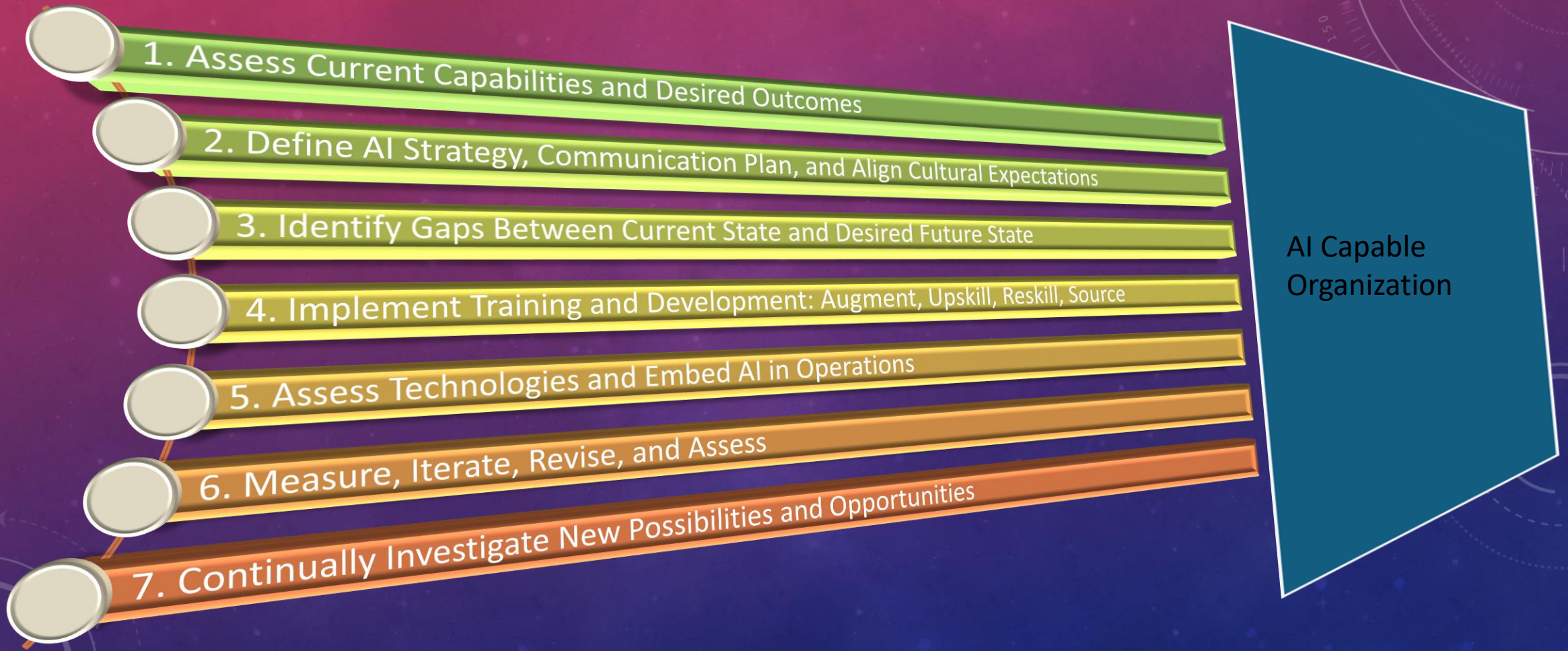
2

Task Changes: Redesign roles to focus on strategic priorities.

3

Structural Adjustments: Realign organizational hierarchy for AI integration.

AI ORGANIZATIONAL DEVELOPMENT ROADMAP



AUGMENTING, UPSKILLING, AND RESKILLING

Augmenting: Using AI to enhance existing roles.

Upskilling: Training employees to improve AI collaboration.

Reskilling: Preparing employees for AI-driven roles.

Augmenting Work

- **Enhancing current roles and tasks**
- Automating routine tasks, enhancing decision-making, streamlining communication, inspiring creativity

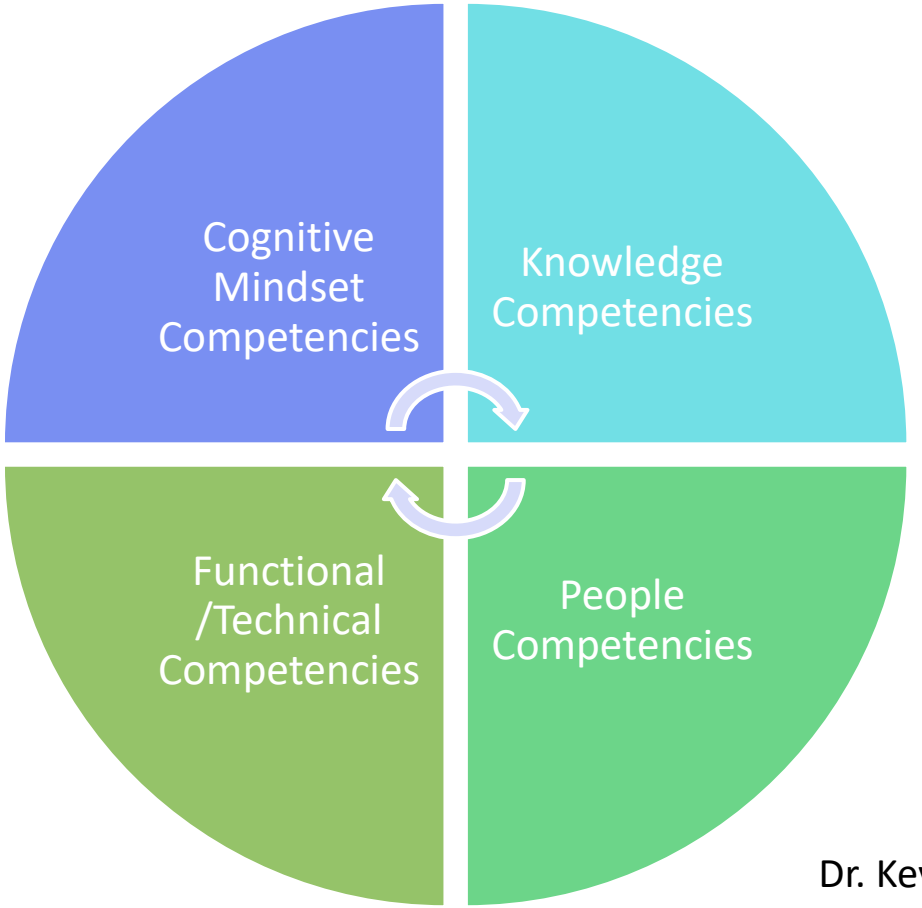
Upskilling

- **Equipping for new roles**
- Building AI literacy, developing AI competencies, optimizing use of AI technology, AI tool usage

Reskilling

- **Preparing for future job roles**
- AI system collaboration, AI agent design, AI agent management

AI COMPETENCY MODEL



Dr. Kevin J. Jones, December 2024

AUGMENTING ACTIONS

UPSKILLING ACTIONS

RESKILLING ACTIONS

SUMMARY

BOOKS TO REVIEW

- **Your AI Survival Guide** by Sol Rashidi
- **TomorrowMind** by Gabriella Rosen Kellerman and Martin Seligman
- **The Digital Mindset** by Paul Leonardi and Tsedal Neeley
- **The Geek Way** by Andrew McAfee
- **The AI Advantage** by Thomas Davenport
- **Confident AI** by Andy Pardoe
- **Decoding Talent** by Eric Sydell, Mike Hudy, and Michael Ashley
- **Futureproof** by Kevin Roose
- **The Future of the Professions** by Richard Susskind and David Susskind
- **Human Work in the Age of Smart Machines** by Jamie Merisotis
- **Rewired** by Eric Lamarre, Kate Smaje, and Rodney Zemmel

QUESTIONS

THANK YOU!

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