



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



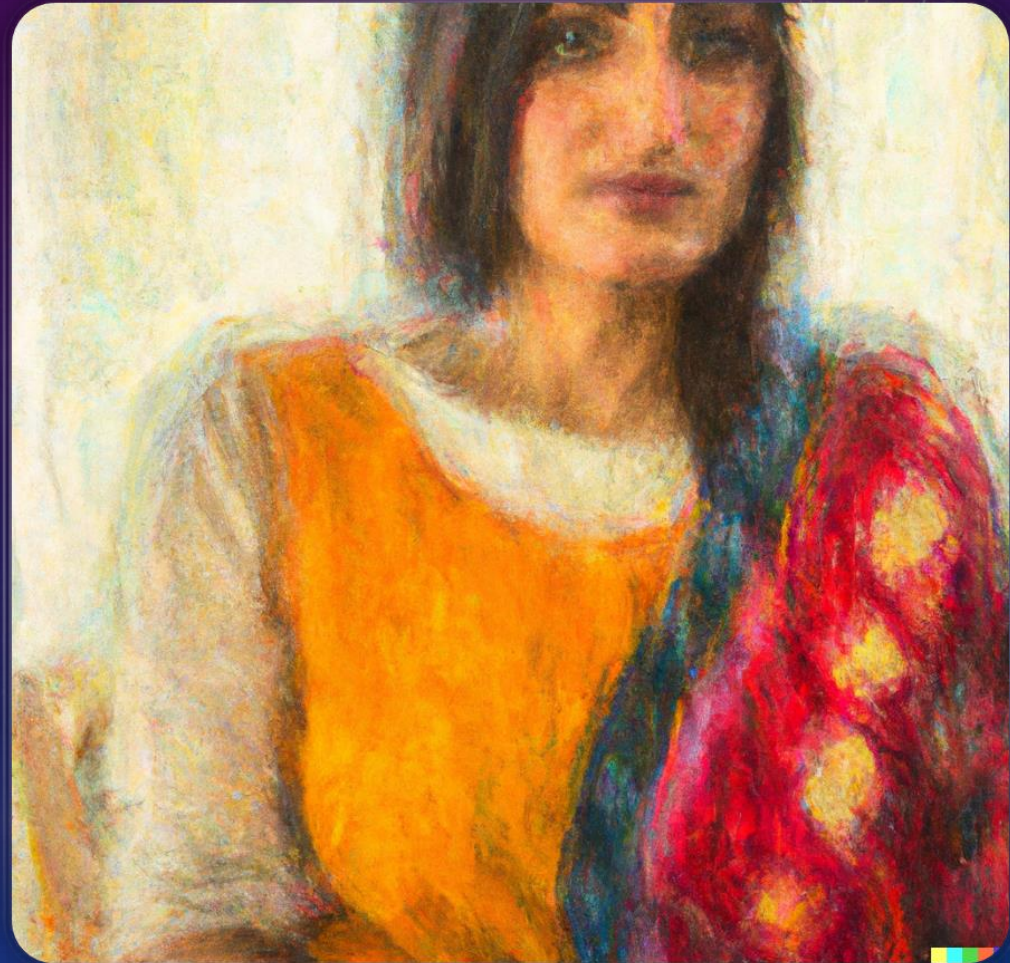
Communication:
Openly discuss AI's role
in enhancing jobs.



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

1. Assess Current Capabilities and Desired Outcomes

2. Define AI Strategy, Communication Plan, and Align Cultural Expectations

3. Identify Gaps Between Current State and Desired Future State

4. Implement Training and Development: Augment, Upskill, Reskill, Source

5. Assess Technologies and Embed AI in Operations

6. Measure, Iterate, Revise, and Assess

7. Continually Investigate New Possibilities and Opportunities

AI Capable
Organization

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

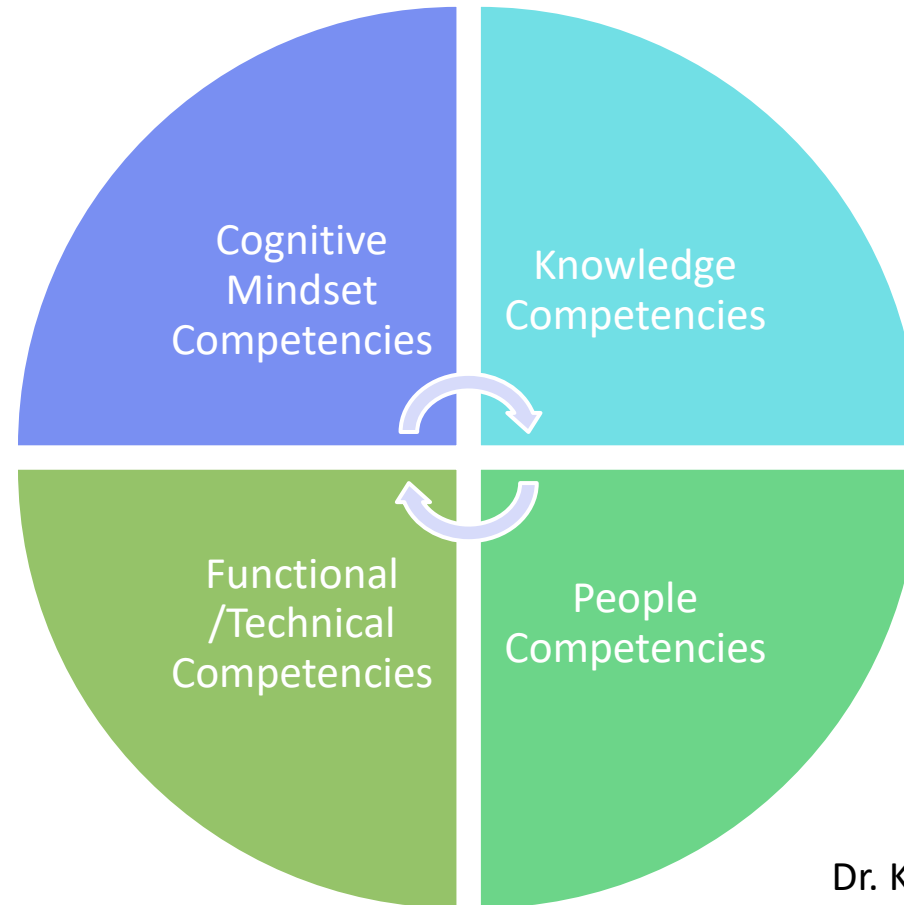
Upskilling

- **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

A group of people in a meeting looking at a whiteboard. The whiteboard contains a process flow diagram and a graph. The process flow diagram shows a cycle: 'Start' leads to 'Idea', 'Idea' leads to 'Analyze Cause', 'Analyze Cause' leads to 'Implement', 'Implement' leads to 'Review Results', and 'Review Results' leads to 'Optimize', which then leads back to 'Start'. A graph below the diagram shows a line with points A and B. The y-axis is labeled 'Value' with markers at 50, 80, and 100. Point A is at approximately (1, 85) and point B is at approximately (2, 65).

AUGMENTING ACTIONS

The background features a dark blue gradient with a subtle pattern of white stars and technical diagrams. On the left side, there are several circular gauges and dials with numerical scales ranging from 140 to 260. Some gauges have arrows pointing in different directions, and there are dashed lines and concentric circles scattered throughout the scene, suggesting a technical or scientific theme.

UPSKILLING ACTIONS

A man in a light blue suit and glasses is standing and gesturing with his hands, addressing a group of people seated around a table. The setting is a modern office with large windows overlooking a city at night. The image is overlaid with a large, semi-transparent circular graphic on the left side, featuring a scale from 140 to 260 and various geometric shapes like circles and lines. The text "RESKILLING ACTIONS" is prominently displayed in white, bold, uppercase letters across the center-right of the image.

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 Zempel





QUESTIONS



THANK YOU!

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