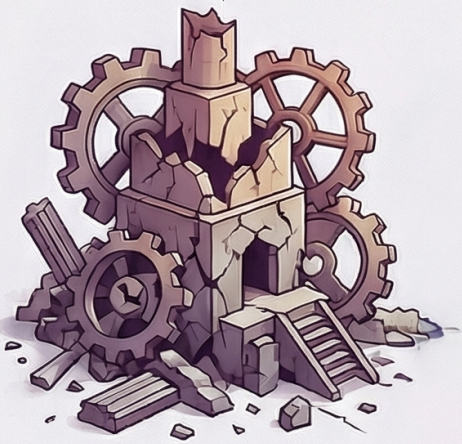


# Architect or Abdicate?

## HR's Pivotal Role in the AI-Powered Workplace

### THE RISK OF INACTION: THE "TAYLOR" MOMENT 2.0



### ORGANIZATIONAL KNOWLEDGE ATROPHY

Supporting Detail  
Automating tasks without  
redesigning learning  
creates critical capability  
gaps for the future.

### EROSION OF WORKER AGENCY & MEANING

Supporting Detail  
AI can fragment  
professional roles into narrow,  
machine-paced micro-  
tasks, reducing motivation.



### DISRUPTED CAREER PATHWAYS

Supporting Detail  
Entry-level roles are  
shrinking and  
traditional career  
progression models  
are breaking down.



### THE SOLUTION: HR AS STRATEGIC ARCHITECT



### BUILD A STRATEGIC SKILLS INFRASTRUCTURE

Supporting Detail  
Use AI-powered systems  
to map employee skills  
and redeploy internal  
talent at market speed.



### IMPLEMENT TRANSPARENT AI GOVERNANCE

Supporting Detail  
Establish "Human-in-  
Command" protocols to  
ensure human oversight  
on consequential decisions.



### INTENTIONALLY REDESIGN WORK

Redesign workflows  
to preserve  
professional craft,  
autonomy, and  
holistic problem-  
solving.

