

Different Speeds, Different Strategies

A Map-Based Approach to AI Workforce Preparation

Moving past the hype to prioritize evidence-based
AI adoption across the enterprise.

The Public Narrative



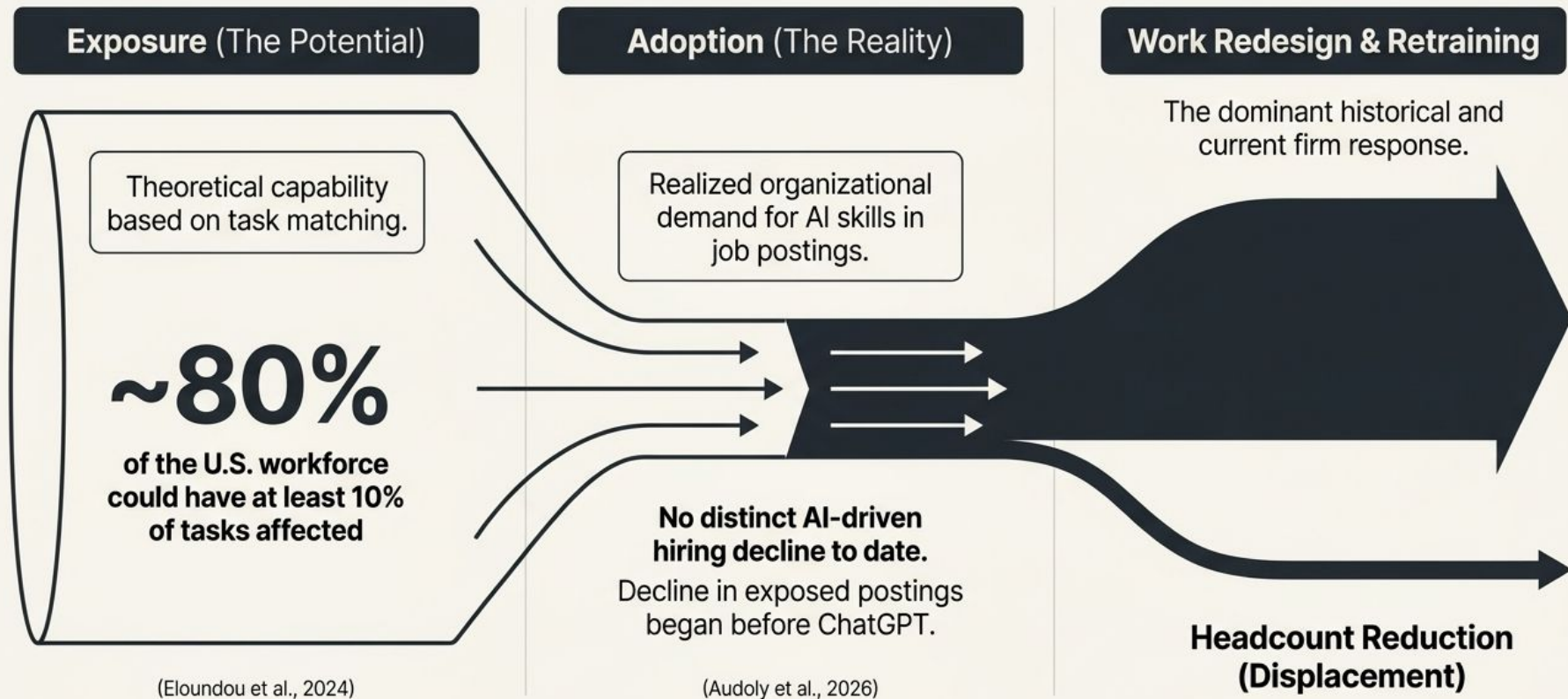
AI is an inescapable uniform wave arriving for every job simultaneously.

The Labor Market Reality



AI adoption is a multi-speed transition happening in distinct climates.

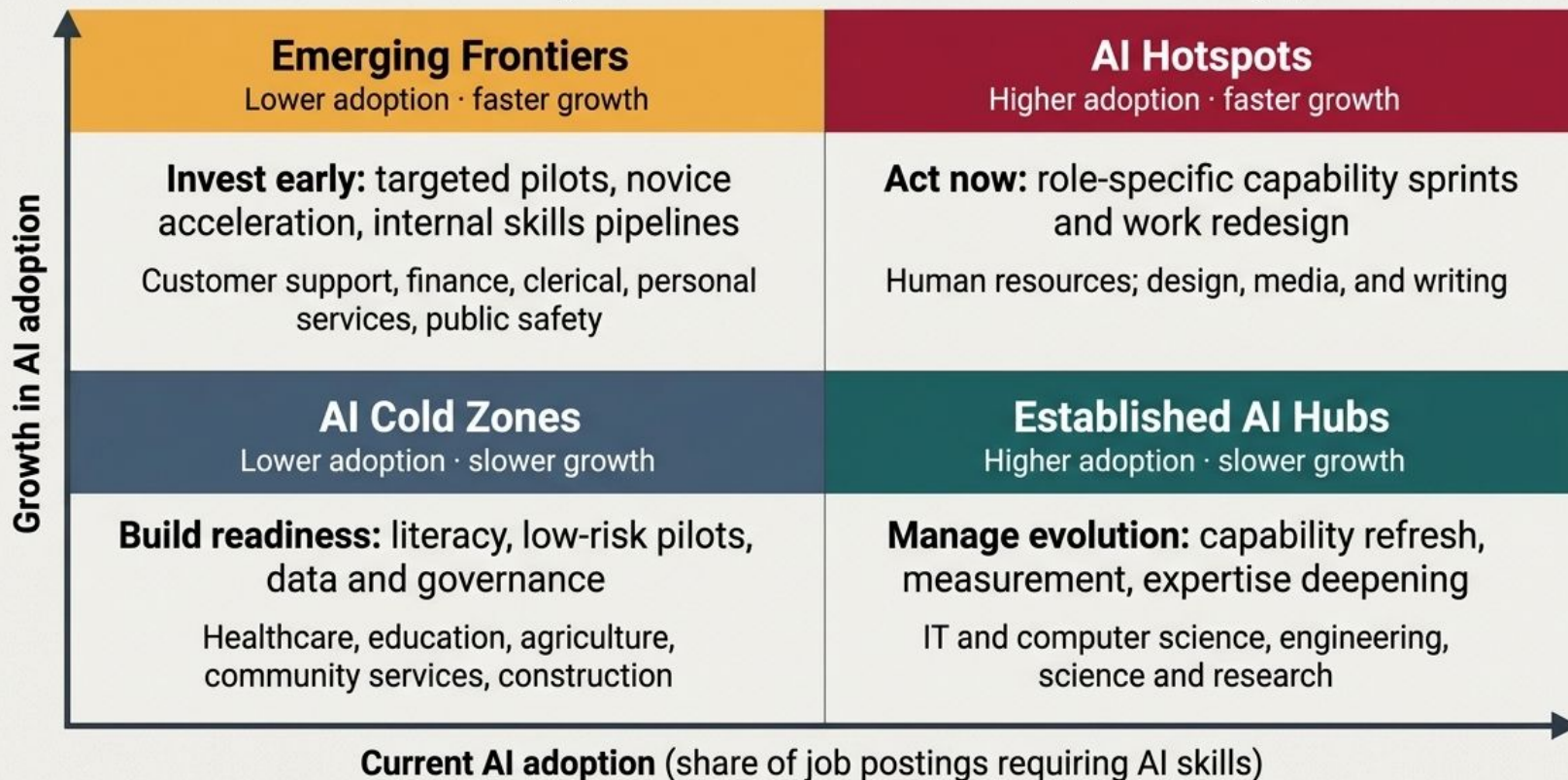
We have more time to prepare than the headlines suggest—if we tailor our strategies to the actual pace of our career areas.



Exposure ≠ Adoption ≠ Displacement. Conflating them produces a far more dramatic picture than the data support.

The Four Climates of AI Adoption

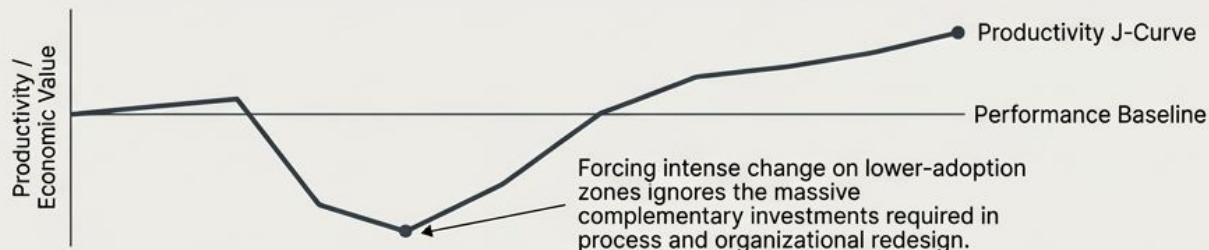
Education and training also acts as a downstream multiplier for every quadrant



The Cost of Misjudging the Pace

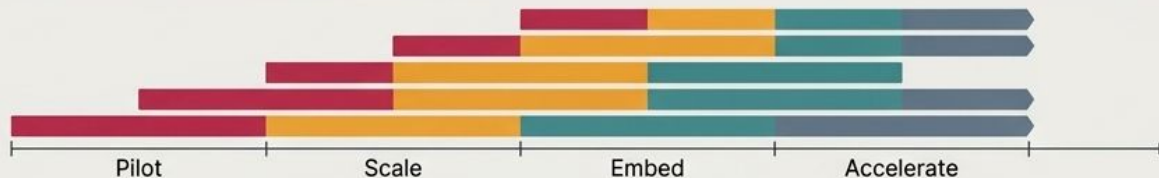
Why uniform strategies fail.

Path A: The Uniform Rollout (Moving Too Fast Everywhere)

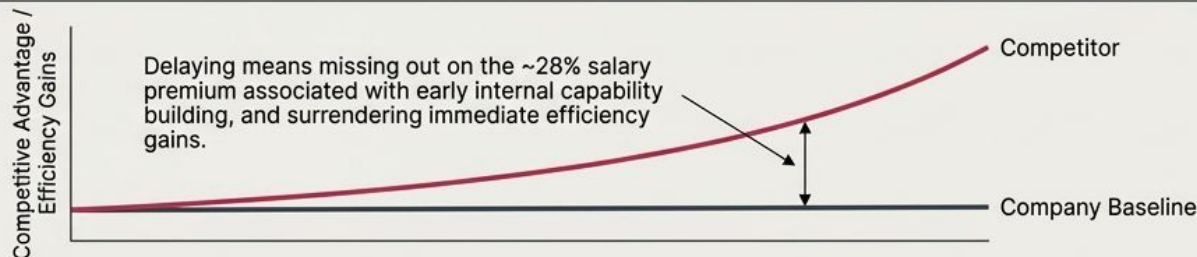


The Optimal Path

Multi-speed execution tailored to the functional climate.

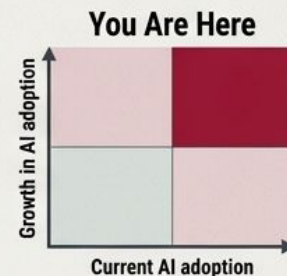


Path B: The Wait and See (Moving Too Slowly in Hotspots)



AI Hotspots: Act Now

Target Areas: Human Resources; Design, Media & Writing | **Metrics:** ~3–5% of postings | ~75% growth



The Playbook

Role-Specific Sprints

Abandon generic AI literacy; focus on **immediate, tool-specific integration**.

Redesign Before Reduction

Capture productivity gains and **redirect capacity** to **higher-value judgment tasks**.

Quality Safeguards

Build verification steps for tasks where AI hallucinations carry high cost (e.g., candidate screening).

Field Evidence

CASE STUDY: IBM's HR Reinvention

IBM used AI to automate routine HR processes previously handled by hundreds of employees. They reinvested the savings to increase total employment in roles requiring human interaction and programming.

Emerging Frontiers: Invest Early



Target Areas: Customer Support, Finance, Clerical, Public Safety | **Metrics:** ~0.2–2.5% of postings | ~65–115% growth

The Playbook

Novice Acceleration

Deploy AI specifically to speed up the learning curve for junior talent.

Knowledge Capture

Codify top-performer practices into AI assistants, keeping the experts involved.

Internal Pipelines

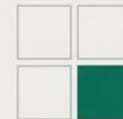
Build AI capabilities internally now to avoid paying the ~28% (\$18k) market premium later.

Field Evidence

CASE STUDY: Morgan Stanley Wealth Management

Rolled out an OpenAI assistant to financial advisors not to replace them, but to provide rapid access to institutional knowledge—treating AI as an amplifier for relationship-building.

Established AI Hubs: Manage Evolution



Target Areas: IT & Computer Science, Engineering, Science & Research | **Metrics:** ~6–23% of postings | ~18–53% growth

The Playbook

Capability Refresh

Treat AI as an evolving competency cycle, not a one-time disruption.

Internal Mentorship

Deploy hub talent as internal consultants to guide Hotspot and Frontier teams.

Expertise Deepening

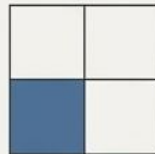
Shift senior technical talent toward architecture and complex validation.

Field Evidence

CASE STUDY: Software Development & AT&T

Developers given GitHub Copilot completed tasks ~56% faster. This represents a continuation of tooling improvements, not the end of the profession. AT&T's historical continuous reskilling model is the blueprint.

AI Cold Zones: Build Readiness



Target Areas: Healthcare, Agriculture, Construction, Community Services |
Metrics: ~0.3–1.2% of postings | ~14–60% growth

The Playbook

Targeted Relief Pilots

Focus on low-risk administrative burdens that don't touch core professional judgment.

Governance Foundations

Establish data quality, privacy protections, and safety oversight before scaling.

Environmental Scanning

Monitor peer sectors to detect when acceleration begins.

Field Evidence

CASE STUDY: Permanente Medical Group

Deployed ambient AI scribes to 10,000 physicians to listen to interactions and draft notes. Reduced clerical burden without replacing clinical judgment—high-value, low-risk foundation building.

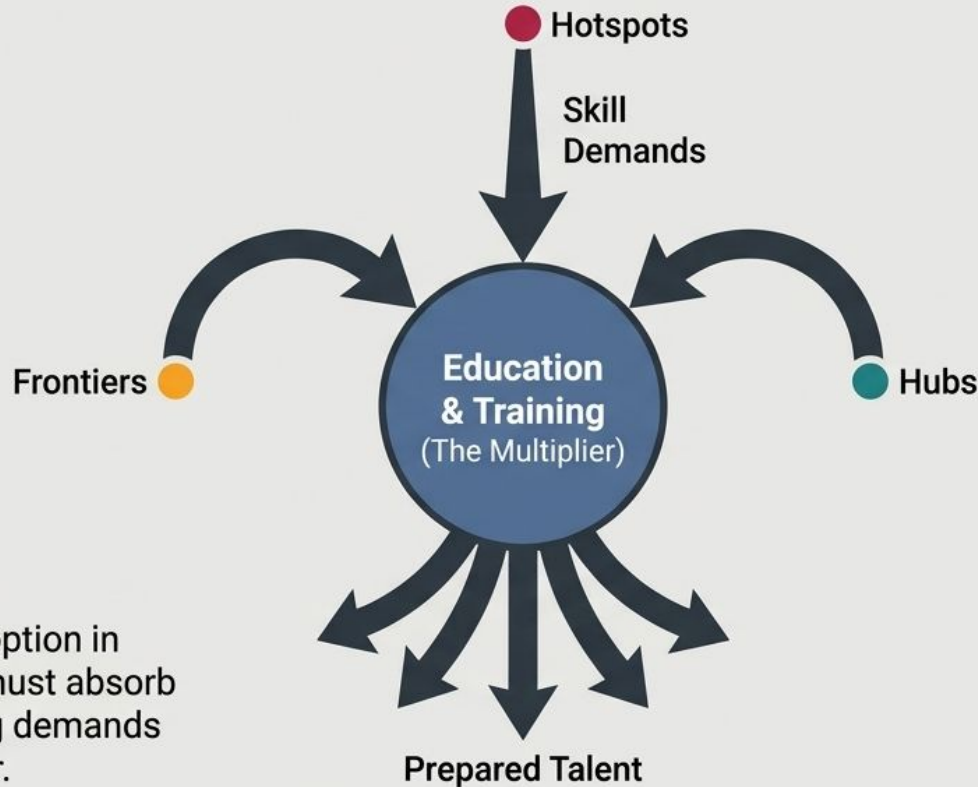
The Strategic Posture Matrix

A complete comparative summary.

Current Posture	Strategic Stance	Primary Risk	Key Tactics	Real-World Signal
Hotspots	Act Now	Moving Too Slowly	Role-Specific Sprints	HR reinventing talent acquisition.
Frontiers	Invest Early	Missing the Window	Novice Acceleration	Finance augmenting advisors.
Hubs	Manage Evolution	Needless Disruption	Capability Refresh	IT absorbing Copilot gains.
Cold Zones	Build Readiness	Blind Complacency	Low-Risk Admin Pilots	Healthcare ambient scribing.

The Anomaly: Education & Training

The Downstream Multiplier



Education's own AI adoption in postings is low, but it must absorb the shocks of changing demands from every other sector.

The Guardrail Imperative

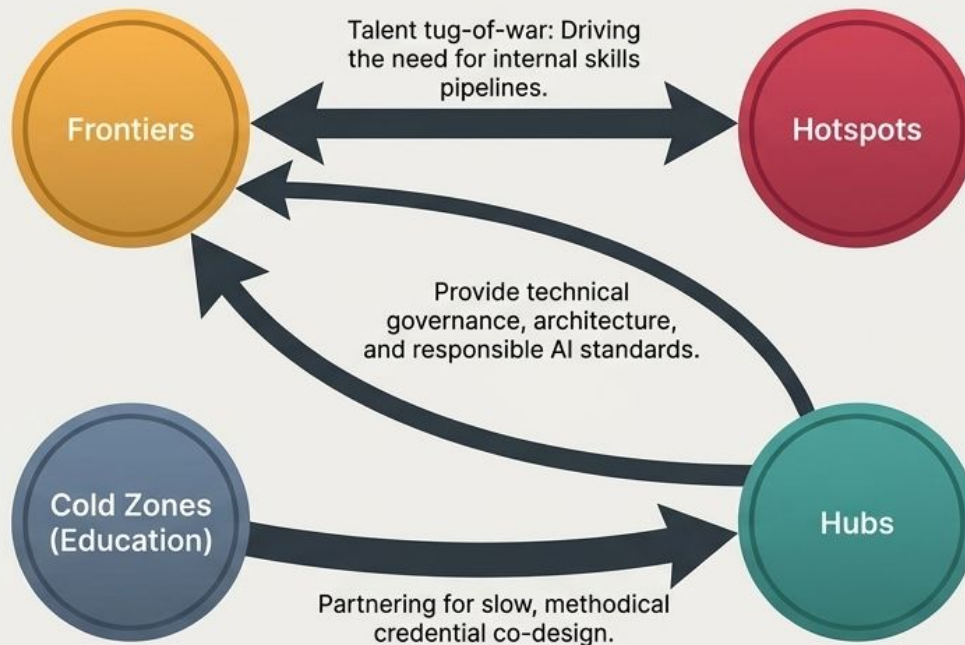
A Turkish high school experiment showed students using unrestricted AI for math did worse on subsequent exams.

Students using AI with pedagogical guardrails retained knowledge.

How AI is introduced matters more than how quickly.

Ecosystem Synthesis

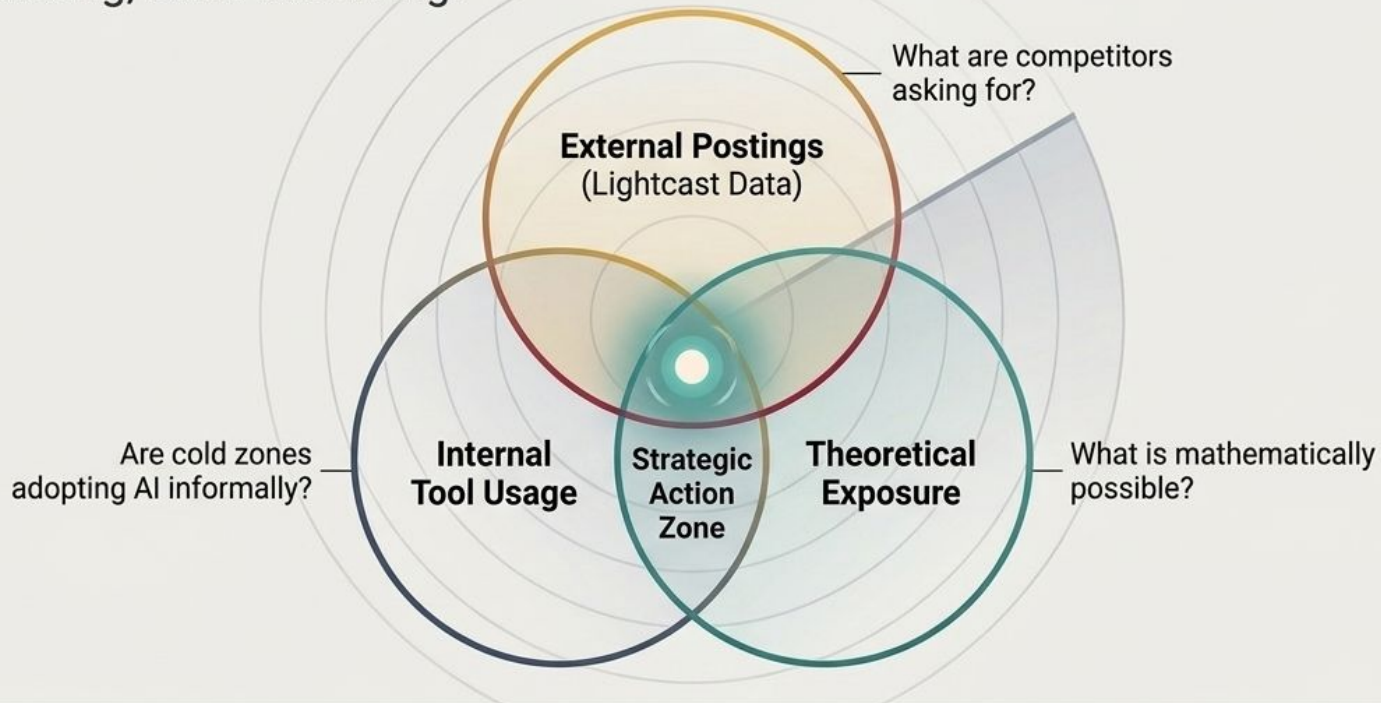
How the Climates Interact



Takeaway: You cannot manage these climates in silos; they exert gravitational pull on one another.

Capability 1: Continuous Labor Market Intelligence

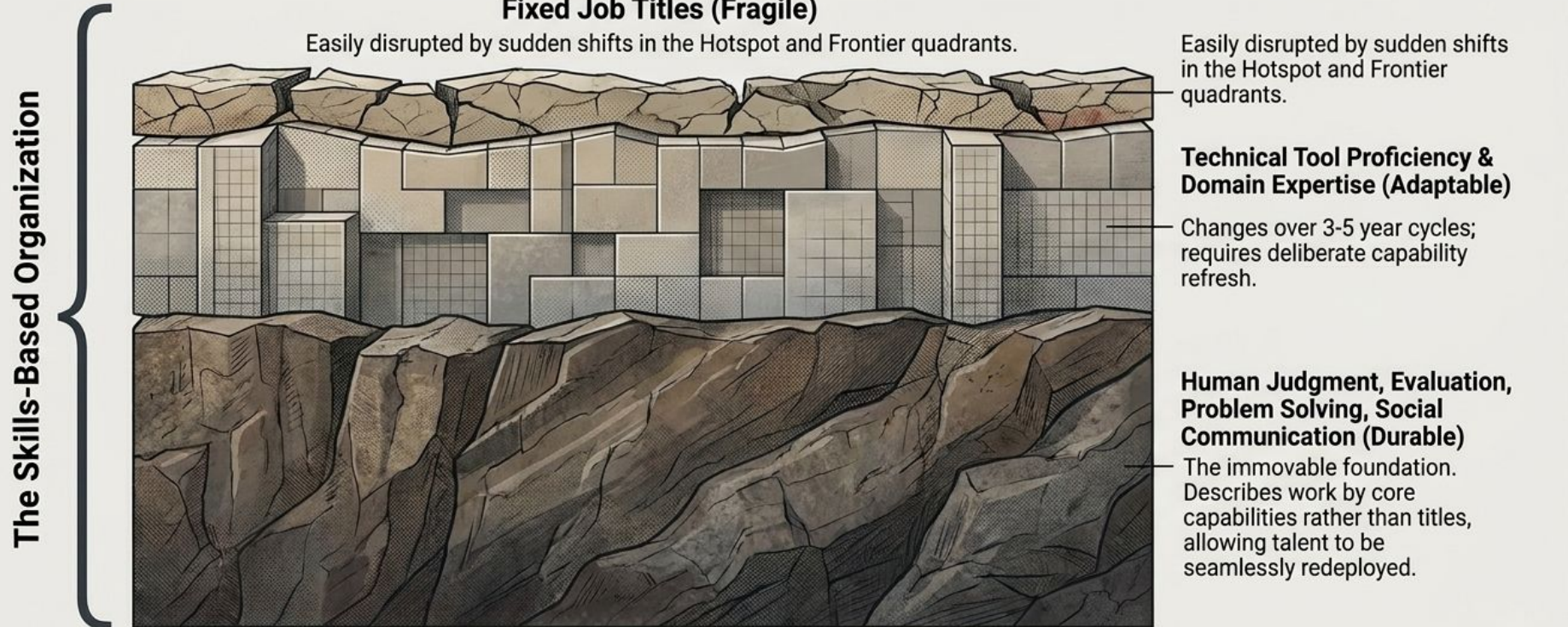
Stop predicting; start observing.



Actionable Insight: Benchmark internal functions against external data continuously to detect quadrant movement before competitors do. Hitre continuously to detect quadrant movement before competitors do.

Capability 2: Skills-Based Architecture

Building fragile-proof organizations.



The Multi-Speed Transition Mandate

The Executive Checklist

1

Map Your Functions

Stop relying on generic assumptions. Use data to locate where your specific departments sit on the adoption matrix today.

2

Tailor the Speed

Resist the uniform rollout. Execute sprints in your hotspots, invest early in frontiers, upgrade hubs, and pilot in cold zones.

3

Build the Ecosystem

Anchor your organization to durable bedrock skills and continuous labor market intelligence so you are ready when the map shifts.

The Final Topography

*The question for leaders is not **whether AI will change work**, but **where, how fast, and in what order.***