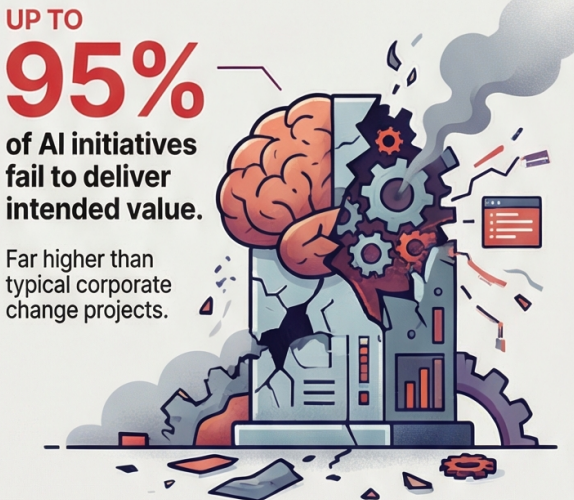


Beyond the Algorithm: Why AI Fails & How to Fix It

The Problem: Why AI Investments Fail

UP TO
95%
of AI initiatives
fail to deliver
intended value.

Far higher than
typical corporate
change projects.



The Real Culprit: A "Technosolutionist" Mindset.

Leaders mistakenly treat
AI adoption as a purely
technical problem, ignoring
human behavior.

3 Core Psychological Barriers Drive Resistance.

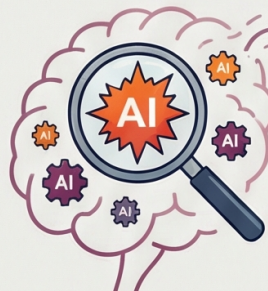


Loss Aversion:

Employees focus on
potential job losses, not
efficiency gains.

Algorithm Aversion:

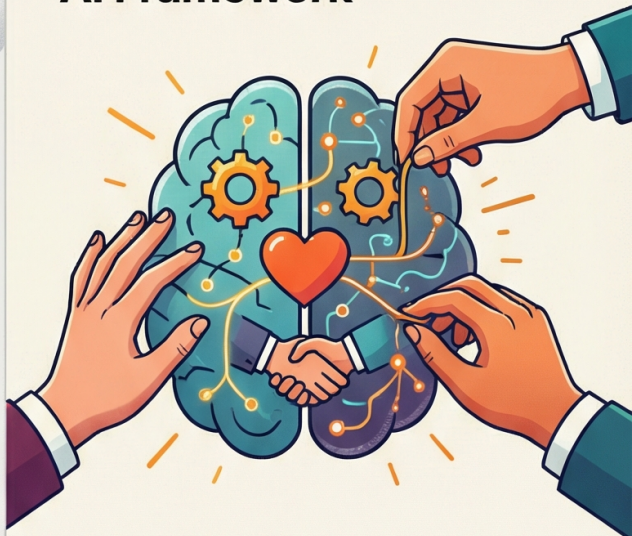
People quickly lose trust
in algorithms after seeing
them make a single mistake.



Availability Heuristic:

Vivid, memorable AI failures
are overweighted in people's
minds.

The Solution: A Human-Centered AI Framework



Frame AI as Augmentation, Not Replacement.

Position AI as a tool
that enhances human
skills, freeing people
for higher-value work.



Be Transparent About AI's Limits & Capabilities.

Proactively
communicating an
AI's error patterns
paradoxically builds
more robust user trust.



Co-Design Systems with End-Users.

Involving employees in the
design process creates
psychological ownership
and better tools.



Start with Small, Visible Wins.

Target initial AI rollouts
to solve clear pain points
and build momentum
for change.