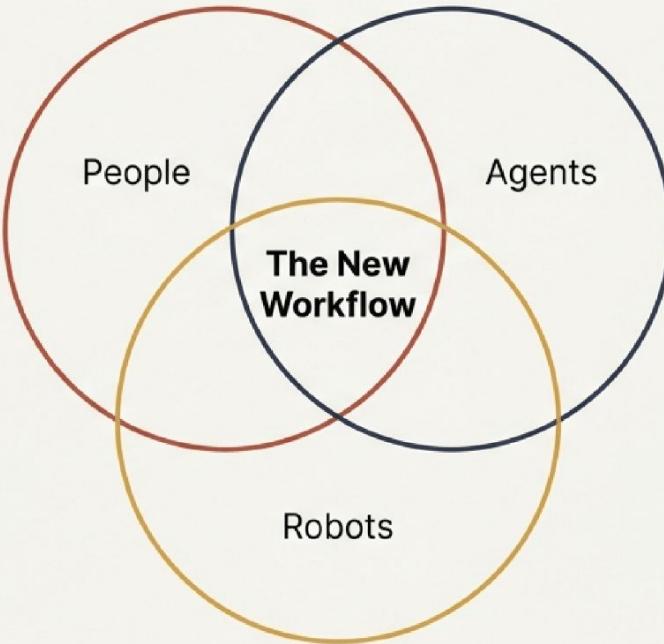


# The Human-Machine Partnership: Reimagining Work for the AI Era

How shifting from 'displacement' to 'collaboration' unlocks \$2.9 trillion in economic value.



Based on the McKinsey Global Institute report: Agents, robots, and us: Skill partnerships in the age of AI (2025).

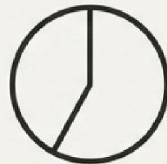
# Executive Summary: The Evolution of Value Creation

## The Shift



From fear of replacement to the reality of partnership. The critical question is not "Will I lose my job?" but "How will my job change?"

## The Data



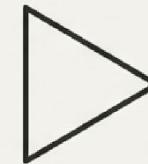
Current technology can theoretically automate **57%** of US work hours, yet **70% of skills** will be "shared" and evolved, not replaced.

## The Value



Reimagining workflows around People-Agent-Robot collaboration creates **\$2.9 Trillion** in potential US economic value by 2030.

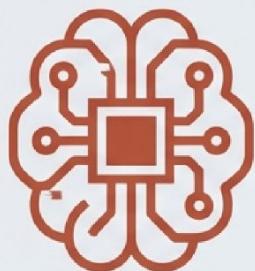
## The Action



Success requires moving beyond "task automation" to systemic "workflow redesign" and massive investment in workforce reskilling.

# The 'Automation Paradox': Technical Potential is Not Inevitability

## The Fear: Technical Frontier



**57%**

**of US work hours are  
automatable today.**

This includes GenAI's ability to reason, analyze, and create. This represents the 'ceiling' of possibility.

## The Reality: Adoption Curve

**Adoption depends  
on cost, culture,  
and regulation.**



Historical Context: Electricity took 30+ years to diffuse. **As of 2023, only 1 in 5** companies ran most applications in the cloud, despite 15 years of availability.

**Key Insight:** Automation is an evolution, not an overnight extinction event. The barrier isn't just technology; it is organizational readiness.

# The Three Actors in the Modern Workforce

## People (The Orchestrators)



- **Capabilities:** Social/emotional skills, judgment, empathy, ambiguity resolution.
- **Key Stat:** Social/emotional work accounts for ~1/3 of nonphysical hours and remains largely beyond AI.

## Agents (The Cognitive Partner)



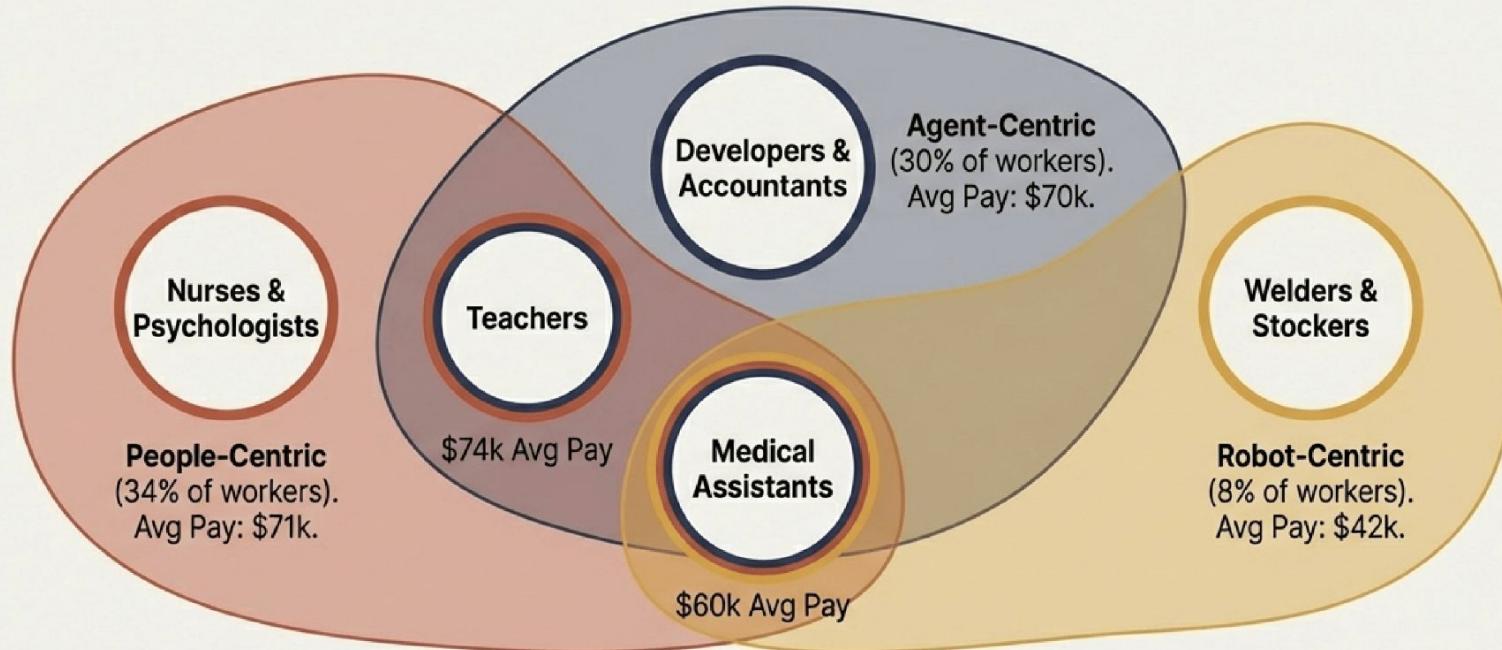
- **Capabilities:** Reasoning, data synthesis, pattern recognition, drafting.
- **Status:** Rapidly advancing via GenAI. Covers the 40% of wages tied to automatable cognitive work.

## Robots (The Physical Partner)



- **Capabilities:** Strength, precision, hazardous environments.
- **Constraint:** High cost. Unit costs must drop from ~\$150k to \$20k-\$50k for mass adoption.

# The Landscape: Seven Occupation Archetypes



**Key Insight:** Automation potential varies wildly; there is no “one size fits all” strategy.

# The Skill Shift: From 'Replacement' to 'Shared Capabilities'

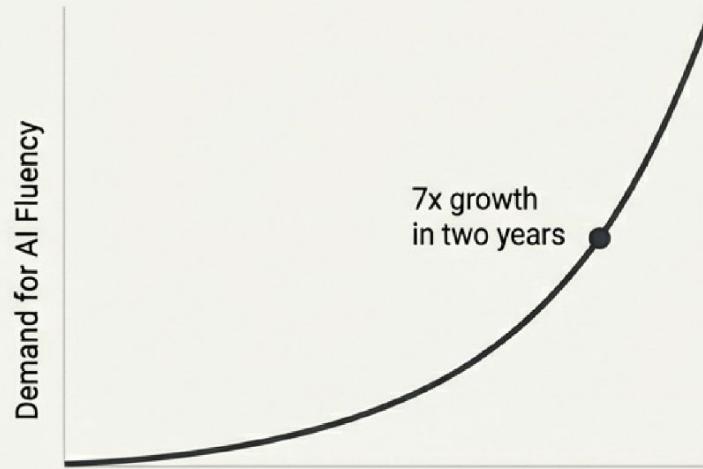
70%+ of skills are 'Shared', requiring humans to use AI, not fight it.

## Skill Change Index



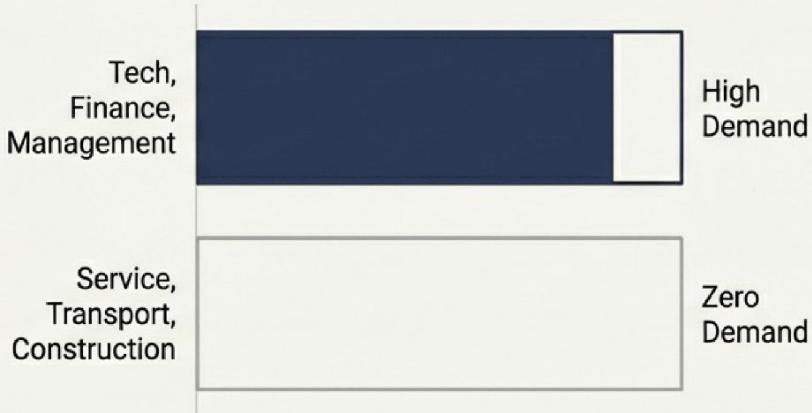
**Data Point:**  
The average number of skills per occupation has risen from 54 to 64 in a decade, signaling increased complexity.

# The 'AI Fluency' Explosion and the Digital Divide



Using and Managing AI is the fastest-growing skill category.

## The Gap by Sector



Implication: Opportunity is concentrating in already high-wage sectors. 40% of the workforce shows virtually no AI skill requirements.

# Unlocking \$2.9 Trillion: The Economic Prize

## Task Automation

Isolated tasks (e.g., HR Chatbot). Low ROI.

## Workflow Redesign

Systemic transformation.  
\$2.9 Trillion annual value.

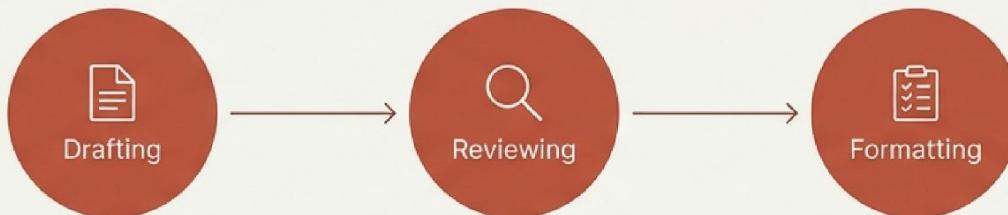


## Value Breakdown

- Core Domains (60%): Supply Chain, Clinical Diagnosis.
- Cross-Cutting (40%): IT, Finance, Admin Support.

# The Core Mechanism: From Execution to Orchestration

Old Way  
(Sequential Execution)



Human does it all.

New Way  
(Orchestrated Loop)



The Shift: Humans stop doing the 'doing' and start doing the 'directing'.

# Case Study: Sales & Marketing— Expanding Reach

Global Tech Company Implementation



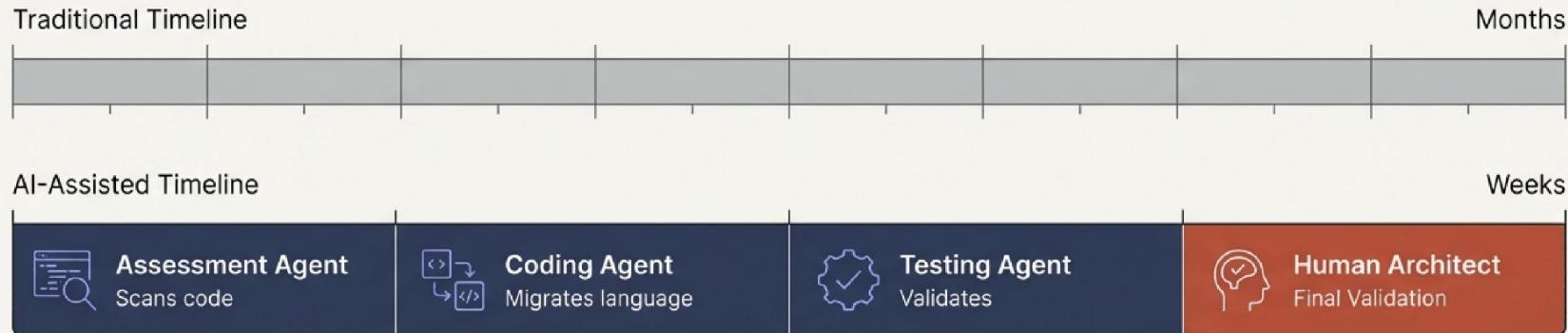
**7-12%**  
Revenue  
Increase

**50%**  
Time Saved

“Specialists shifted from routine outreach to strategic engagement.”

# Case Study: IT & Banking—The Modernization Engine

## Regional Bank Legacy System Overhaul



70% Code Accuracy

50% Reduction in  
Human Hours

Takeaway: Developers manage 15-20 agents each, acting as Architects.

# Case Study: Healthcare & Service—Scale & Speed



## Pharma (Medical Writing)

**Action:** AI synthesizes clinical data and drafts reports.

**Result:** **60% faster** drafting; **50% error reduction.**

**Human Role:** Scientific rigor and narrative.



## Utility (Customer Service)

**Action:** Agentic AI handles intents and scheduling.

**Result:** **40% of calls** fully **resolved** by AI; **50% cost reduction.**

**Human Role:** Emotional and complex escalations.

# The Managerial Revolution: From Supervisors to Coaches

The Old Manager	The New Manager
 Focus: Supervising tasks.	 Focus: Orchestrating systems.
 Action: Monitoring attendance and output.	 Action: Validating AI logic, handling exceptions, coaching staff on prompts.
 Tool: Checklists.	 Tool: Audit trails and empathy.

**Key Insight:** Management becomes **MORE human**.  
Interpersonal influence becomes the primary lever of performance.

# Six Imperatives for Leadership

1.

**Value:** Are you reimagining entire workflows, or just automating tasks?



2.

**Transformation:** Is AI led as a core business transformation, not just an IT project?



3.

**Culture:** Are you building a culture of rapid experimentation and learning?



4.

**Trust:** Do you have guardrails for safety and logic validation?



5.

**Managers:** Are you equipping managers to lead hybrid teams?

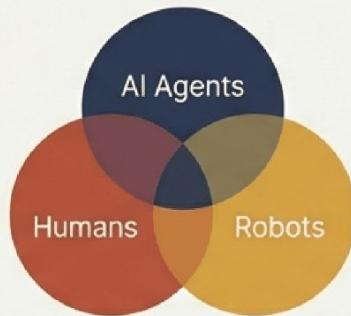


6.

**Reskilling:** Are you actively preparing your workforce for new roles?



# The Future is Human-Centric by Design



**Technology is not an end in itself; it is a means to expand human potential. Machines lack context, ethics, and authentic connection—capabilities that remain distinctly human.**

**The question is not whether machines will be essential, but whether we will choose to invest in the people who orchestrate them.**

Source: McKinsey Global Institute, 2025.