

Rewiring the Organization: How Grounded GenAI Transforms Collaboration

Context: Grounded GenAI, integrated with firm-specific data, acts as "collaboration infrastructure." It rewrites the organization, boosting connectivity and altering knowledge access across employee roles, beyond just automating individual tasks.

The Network Effect: Boosting Connectivity



Role-Based Impacts: Specialists vs. Generalists

Specialists Become Knowledge Hubs

Deep experts become significantly more sought-after as information sources.

Specialists
(Technical Experts)



AI as a "Knowledge Catalyst"

Bridges expertise gaps, making individuals more valuable sources of information.

Primary Gain:
Knowledge Network Centrality

Project Volume:
Significant Increase

Social Change:
High "In-Degree" (Sought Out)

Generalists
(Sales/Coordination)



Generalists Lead Productivity Gains

Generalists handled 3.6 more projects on average through improved coordination and integration.

Primary Gain:
Absolute Productivity/Output

Project Volume:
High Increase (+3.6 Projects)

Social Change:
Higher Coordination Leverage