

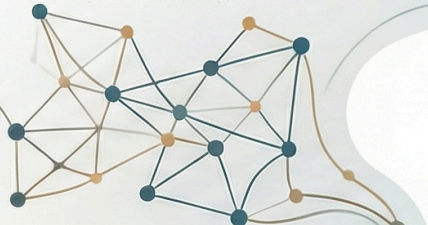
Rewiring the Organization: How Grounded GenAI Transforms Collaboration

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

The Network Effect: Boosting Connectivity


Non-users: ~1.1 new connections,
~0.8 knowledge-sharing connections.

Traditional Connection (Non-Users)



Role-Based Impacts: Specialists vs. Generalists

Specialists Become Knowledge Hubs

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

Specialists (Technical Experts)



Primary Gain: Knowledge Network Centrality	Project Volume: Significant Increase	Social Change: High "In-Degree" (Sought Out)
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Grounded GenAI Enabled (Users)

Denser Organizational Core
Creates a more interconnected structure by distributing knowledge more broadly.

AI as a "Knowledge Catalyst"

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

Generalists (Sales/Coordination)



Primary Gain: Absolute Productivity/Output	Project Volume: High Increase (+3.6 Projects)	Social Change: Higher Coordination Leverage
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7X Increase in Collaboration Ties

(Non-users: ~1.1 new new connections)

6X Growth in Knowledge Sharing

(Non-users: ~0.8 knowledge-sharing connections)

Generalists Lead Productivity Gains

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