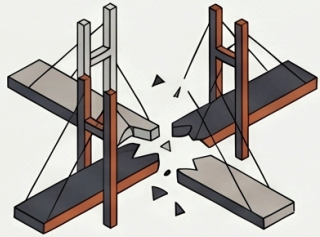


Architecting the AI-Accelerated HR Model

A strategic roadmap for transitioning from traditional administrative HR to a high-impact, AI-integrated “People Operations” function.

THE CRISIS OF TRADITIONAL HR

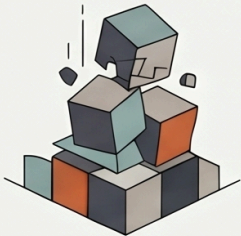
Relevance crisis amidst rising AI automation



The Strategic Partnership Gap

30%

CEOs who view HR leaders as effective strategic partners.



The Risk of Reactive Dismantlement

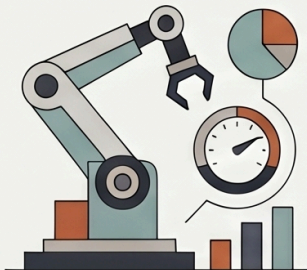
Cutting HR without new systems can spike:

40%

Legal claims

28%

Turnover



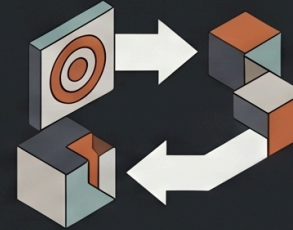
Automation of Routine Tasks

69%

Routine management tasks projected to be handled by AI by 2025.

THE FUTURE-READY RESPONSE

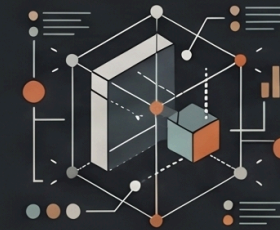
Design Outcomes Backward



Design Outcomes Backward

Define critical business results before redesigning roles; triples transformation success rates.

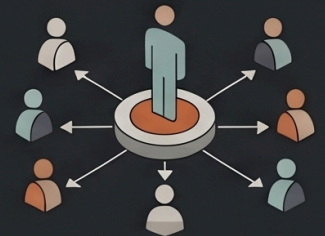
Build Architectural Capability



Build Architectural Capability

Prioritize data literacy and system design 12 months before reducing administrative staff.

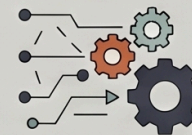
Prioritize Manager Enablement



2.7x

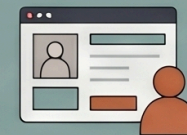
Higher effectiveness during transitions by investing in manager decision-tools.

Microsoft



+12% Employee Satisfaction

IBM



+18% Service Satisfaction

Mastercard



+34% Leader Satisfaction