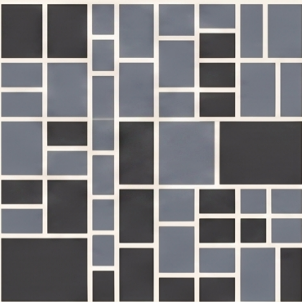


ARCHITECTING THE AI-ERA ORGANIZATION: FROM HIERARCHY TO INTELLIGENCE ECOSYSTEMS

Traditional organizational design, built on industrial-era principles of functional specialization, is being disrupted by “agentic” AI systems. To capture value, leaders must move beyond simple automation and fundamentally redesign work logic, performance metrics, and workforce orchestration.

FROM HUMAN-FIRST TO AI-FIRST LOGIC

PILOT AI



ENTERPRISE-WIDE REDESIGN

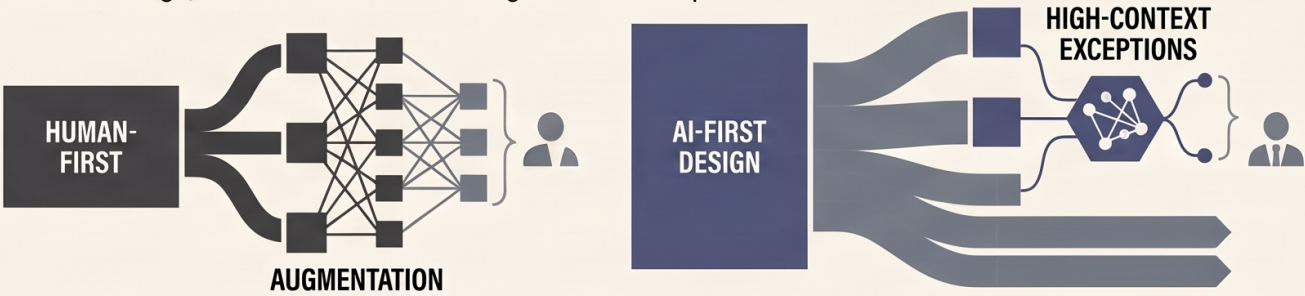


The 45% Strategy Gap: While 65% of organizations pilot AI, only 20% implement necessary enterprise-wide structural redesigns.



JPMorgan Chase utilized AI-first design to automate document review, liberating legal experts for advisory work.

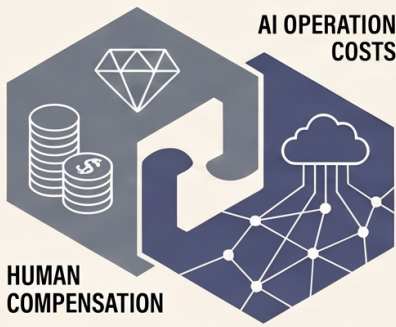
Reversing the Automation Logic: Shift from “Human-First” augmentation to “AI-First” design, where humans focus on high-context exceptions.



THE INTEGRATED INTELLIGENCE MODEL



IT and HR Convergence
Creating unified leadership roles to treat technological and human capacity as a single resource.



TOTAL INTELLIGENCE COST (TIC)
A new metric aggregating human compensation and AI operation costs to measure true efficiency.



The Blended Workforce
Orchestrating a “five-tier” talent model including employees, contractors, freelancers, fractional experts, and AI agents.