

The Hybrid Stack: Redesigning Work for the AI Era

Beyond simple roles vs. skills: A multi-lens framework for effective AI transformation.

THE LIMITATIONS OF SINGLE-LENS MODELS

ROLE-BASED BLIND SPOT



work flows

Fails to capture how work flows across digital boundaries

SKILLS-ONLY RISK



skills

Can dissolve structural coherence and accountability

THE PRODUCTIVITY PARADOX

Technology deployment without work redesign yields lower gains

8% - 15%
(Avg Gain)

TECH DEPLOYMENT ONLY

18% - 30%
(Avg Gain)

TECH + WORK REDESIGN

THE 3 CORE DIMENSIONS OF THE HYBRID STACK

3. STRUCTURAL GOVERNANCE

Establish clear ownership and accountability for AI-generated outcomes and ethics.

OWNERSHIP

ACCOUNTABILITY

2. SKILLS & TEAMS

Build AI literacy while designing new human-AI collaboration protocols

1. WORKFLOWS & TASKS

Map value flow and diagnose activities for automation or augmentation



PRODUCTIVITY & HUMAN VALUE