

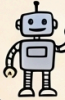
# The AI Workforce Paradox: Navigating Expert Disagreement

Conflicting predictions on AI's workforce impact require resilient, evidence-based strategies.

## THE GREAT DISAGREEMENT (Conflicting Forecasts)

The Automation Gap

**57%**



McKinsey  
Automated Hours

**6%**

Forrester  
Automated Hours

VS.



## FIRM METAPHORS & ACTIONS (2024-25)

McKinsey



Core Metaphor:  
AI as  
"Superagency"

- Eliminated 5,000 roles; deployed 25k AI agents.

Accenture



Core Metaphor:  
AI as  
"Reinvention"

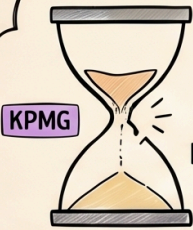
- \$865M restructuring; mandatory AI proficiency for promotion.

BCG



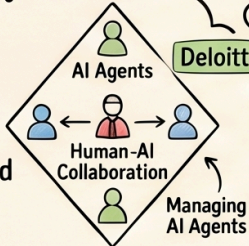
Core Metaphor:  
AI as  
"Widening Gap"

- 70% of budget on people; 35,000 GPT instances.



Hollowed-out  
Middle Management

VS.  
Diamond



Expanded  
Middle Tiers

**4x**  
Productivity  
Gains  
(Seveillio Tasks)  
- PicK



Productivity Mirage

**90%**

Executives  
Report Zero  
Macro-level  
Impact



## THE PRACTITIONER'S PLAYBOOK (Evidence-Based Responses)

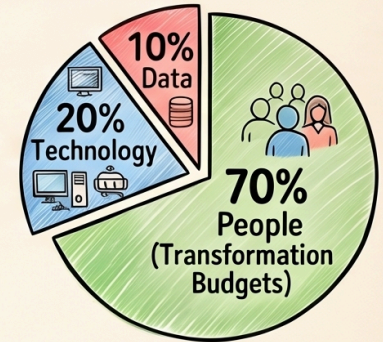


### 1. Staged Investment with Decision Gates

Use pilot scales and "capability before technology" gates. Avoid sunk-cost escalation.



### 2. The 70/20/10 Investment Rule



### 3. Avoid "Paving the Cow Path"



### Redesign Jobs for Human-AI Collaboration



Do not just automate old tasks;  
fundamentally redesign jobs.