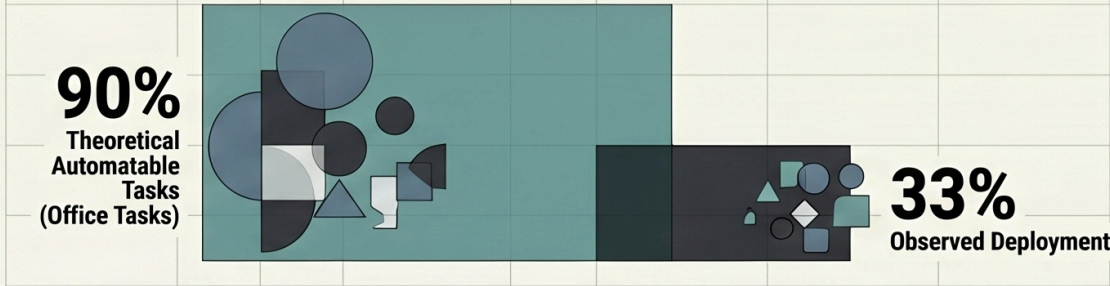


# NAVIGATING THE AI LABOR FRONTIER: EVIDENCE-BASED ORGANIZATIONAL STRATEGY

## THE REALITY OF AI EXPOSURE

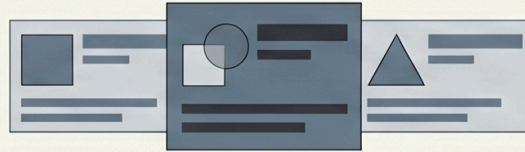
### THE CAPABILITY-DEPLOYMENT GAP



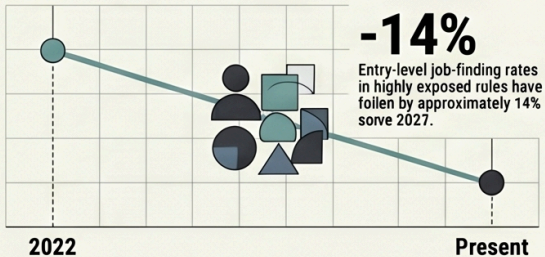
While 90% of office tasks are theoretically automatable, observed deployment often covers only 33%.

### A SHIFT IN VULNERABILITY

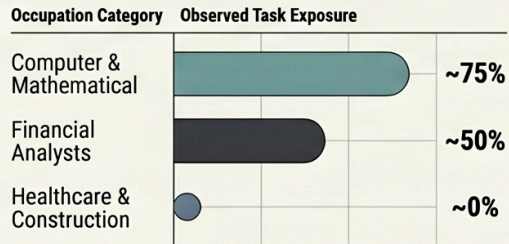
Unlike prior automation, AI exposure targets higher-paid, highly educated knowledge workers and older professionals.



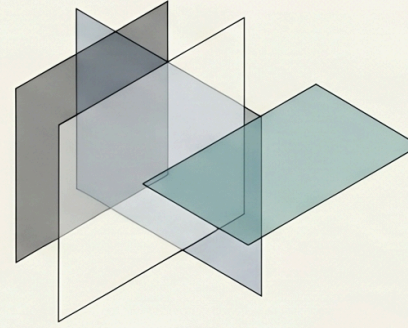
### EARLY SIGNALS: THE HIRING SLOWDOWN



### OBSERVED TASK EXPOSURE BY OCCUPATION



## ADAPTIVE STRATEGY FRAMEWORK

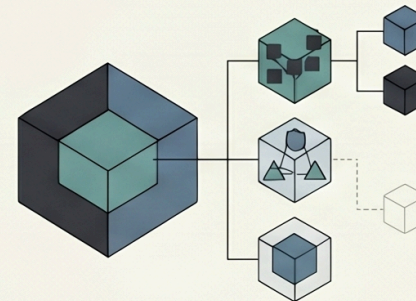


### RADICAL TRANSPARENCY & PLANNING

Use scenario-based planning and task-level mapping to reduce employee anxiety and build trust.

### PROCEDURAL JUSTICE IN TRANSITION

Ensure fairness by involving affected employees in role redesign and providing advance notice.



### CAPABILITY OVER HEADCOUNT

Invest in role-specific AI training and apprenticeships rather than relying on external hiring.