



AI & HR STRATEGY

REDESIGNING HR SYSTEMS FOR AI-NATIVE ORGANIZATION

PRESENTED BY  
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# What We'll Cover

## 01 HR's Existential Moment

The function that redesigns every other function must redesign itself first—or be redesigned by others.

## 02 Broken Architectures

Job families, pay bands, and career ladders were built for stable roles. AI makes roles fluid.

## 03 The New Talent Equation

What you hire for, how you pay, and how you evaluate performance all change simultaneously.

## 04 AI Inside HR

HR's own operations transform: recruiting, workforce planning, retention prediction, L&D delivery.

## 05 The CHRO's 12 Months Plan

A sequenced roadmap from audit to operating model that earns the CHRO a seat at the AI strategy table.

# HR's Existential Moment

LEAD THE TRANSFORMATION OR BE DISRUPTED BY IT

**76%**

of CHROs say AI will fundamentally change HR within 3 years

**38%**

of HR departments have a formal AI strategy for their own function

**4x**

gap between AI adoption in business functions vs. HR operations

## The Paradox

### HR IS ASKED TO

Redesign every function's talent model for AI. Reskill the workforce. Manage the change. Rebuild job architectures. Advise the CEO on workforce strategy.

### WHILE ALSO NEEDING TO

Transform its own operations with AI. Upskill HR professionals themselves. Rebuild its own credibility as a strategic function. Do this with flat or declining HR budgets.

CHROs who transform their own function first earn the credibility to transform others. Start inside. Demonstrate before you advise.

Mythos Group analysis; Deloitte Human Capital Trends 2025; Gartner CHRO Survey 2024; SHRM AI in HR Report

# Job Architecture For An AI-Native Organization

THE OLD TAXONOMIES DON'T HOLD

## LEGACY MODEL

- ▶ Fixed job descriptions updated every 2–3 years
- ▶ Role = title + department + seniority level
- ▶ Career ladders: linear, vertical, function-specific
- ▶ Competency models static, reviewed annually
- ▶ Job families based on functional departments

## AI-NATIVE MODEL

- ▶ Dynamic role profiles updated quarterly
- ▶ Role = skills + outcomes + AI collaboration level
- ▶ Career lattices: lateral, diagonal, portfolio-based
- ▶ Competency models continuously evolving with tools
- ▶ Skill clusters replace job families

## How to Begin: The Skills-Based Architecture

1. Decompose roles into tasks      Identify tasks AI augments, transforms, or replaces.
2. Cluster by skill, not function      Group employees by capability, not title.
3. Map career lattice      Show 5-10 growth options, not just one.
4. Build continuous update process      Regularly review roles and align with AI Advancement.

**The shift:** from "What is your job?" to "What can you do?" Skills-based architecture unlocks internal mobility and makes reskilling investment visible.

Mythos Group analysis; Deloitte skills-based organization research; Mercer job architecture framework; IBM skills taxonomy

