



AI & WORKFORCE TRANSFORMATION

THE TALENT STRATEGY THAT SEPARATES WINNERS FROM EVERYONE ELSE

PRESENTED BY
AMIT PATEL

What We'll Cover

01 The Myth Of Mass Displacement

AI creates 78M net new jobs globally. The threat is not job loss — it is skill obsolescence.

02 The Productivity Multiplier

Human-AI teams outperform by 40%+. Neither humans nor AI alone match the combination.

03 The Real Barrier

63% of employers cite skills gaps as their top transformation obstacle — not technology, not budget.

04 The Playbook

Three companies invested \$3.2B in workforce reskilling. Their results reveal a replicable sequence.

05 The Urgency

Your best people are watching. Delay signals you are not serious about their future.



The Job Equations Is Net Positive

THE HEADLINE MASKS REAL GEOGRAPHIC AND SKILL-LEVEL DISRUPTION.

92M

jobs displaced by 2030
across routine cognitive
and manual tasks

170M

jobs created by 2030
in AI-adjacent, green tech,
and care economy roles

+78M

net new jobs globally
but 39% of all workers
need reskilling to access them

The Real Problem Underneath the Headline

Geographic mismatch: Jobs created in tech hubs; jobs displaced in manufacturing centers and back offices.

Skill-level gap: New roles demand cognitive and technical skills. Displaced roles were routine. The transition is not lateral.

Speed asymmetry: Displacement happens in quarters. Reskilling takes 12–18 months. Without investment, the gap compounds.

Mass displacement is a myth. Skill obsolescence is not. Organizations investing in transition capture disproportionate value and talent.

Mythos Group analysis; World Economic Forum Future of Jobs 2025 (1,003 employers, 14M workers, 55 economies)



The Barrier Is Capability, Not Technology

THE EVIDENCE IS CONSISTENT ACROSS CONTROLLED STUDIES

40% Productivity Gain

McKinsey 2025

Self-reported across knowledge workers. Largest gains in content creation, analysis, and coding tasks.

25% Faster Task Completion

HBS (Dell'Acqua et al.)

Controlled study: AI-assisted consultants completed tasks 25% faster with 40% higher quality on complex work.

55% Developer Speed Increase

GitHub Copilot Research

Developers using Copilot completed tasks 55% faster. Effect strongest on boilerplate; smallest on novel architecture.

2–3x Combination vs. Automation

HBS + McKinsey synthesis

Human-AI teams consistently outperform full automation by 2–3x. Humans add judgment, context, and error correction.

The strategic implication: the future is augmentation, not replacement. Organizations designing for human-AI collaboration will outperform.

Mythos Group analysis; McKinsey 2025; Harvard Business School (Dell'Acqua et al. 2023); GitHub Copilot Research 2023

