



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

