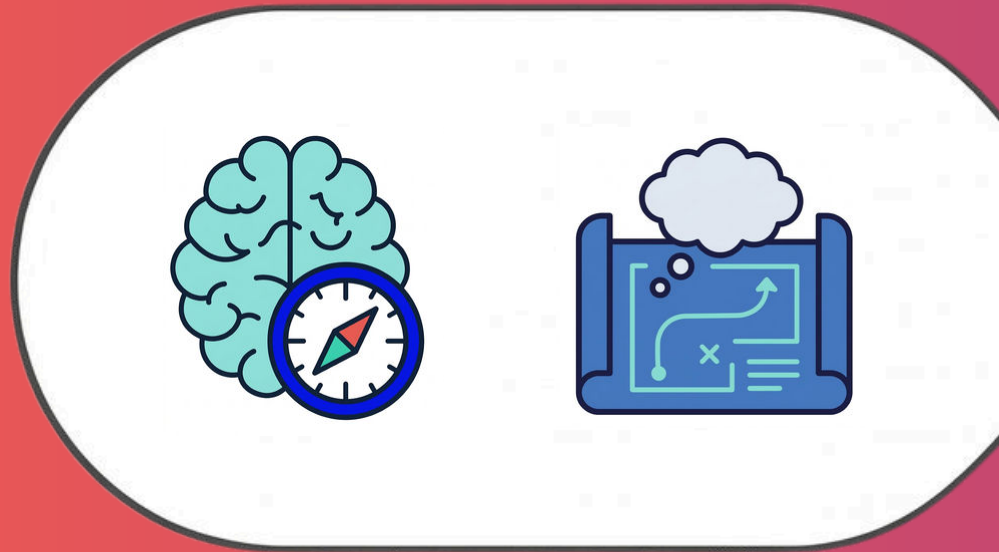


Who Owns the Future Workforce? Navigating the Agentic Era

The workforce is shifting from "Systems of Record" (tracking history) to "Systems of Intelligence" (predicting potential). Success in this agentic era depends on a unified partnership between HR and IT and the adoption of a collaborative human-AI operating model.

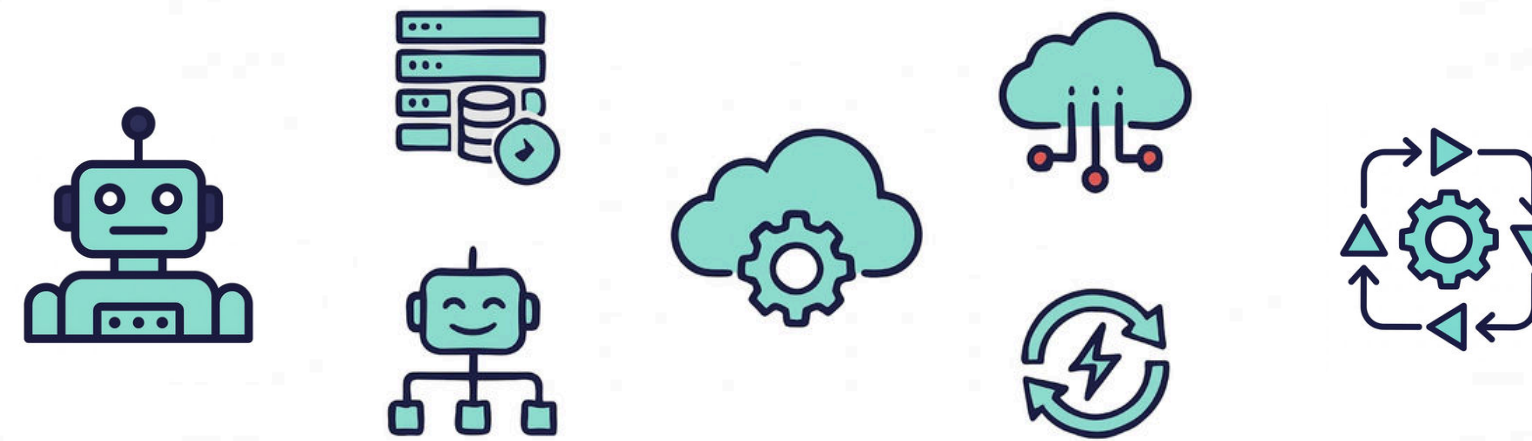
THE 10-80-10 OPERATING MODEL

10% Human Strategy



Humans set the initial parameters, context, and intent where strategic thinking lives.

80% Agentic Execution



AI digital workers autonomously handle high-volume tasks at speed and scale.

10% Human Judgment



Humans perform the final quality check, applying critical thinking to high-stakes outputs.

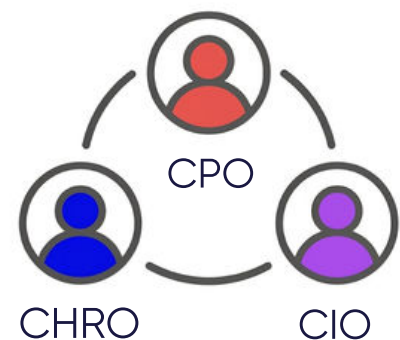
Old Thinking (Avoid)

- Replace headcount with bots ✗
- AI as a quick fix for productivity ✗
- Random experiments ✗

New Thinking (Adopt)

- ✓ Agents as part of the total workforce
- ✓ Change management treated as a core pillar
- ✓ Experiments tied to a clear business strategy

THE PATH TO IMPACT



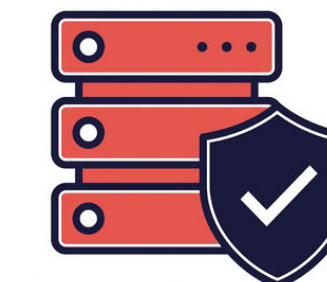
The "Power Trio" Partnership

Success requires the CHRO, CPO, and CIO to work as a unified team.



Target High-Friction Tasks

Start with repetitive areas like CV screening or job description drafting to build momentum.



Prioritize Data Hygiene

All outcomes are only as good as the underlying skills data and consistency.