

Less Artificial, More Intelligence.

Your workforce is ready for AI. Are your leaders?

Employees are the key to transforming organizations into AI powerhouses.

They're more prepared to embrace AI than many leaders realize—already experimenting with tools, eager for support and training, and anticipating that AI will soon automate a significant portion of their work. The momentum is there. Now it's up to leadership to match it.



Data helps craft a story.

Here are a few big questions answered...

How well do leaders really understand how often their employees use AI?

Did you know two-thirds of managers are already acting as sounding boards for their teams on generative AI?

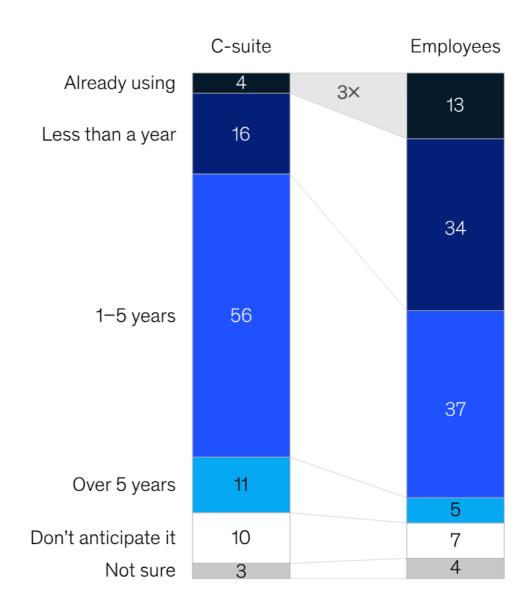
Have you started identifying Gen AI use cases, like most C-suite leaders already have?

What would it take to move from localized Gen AI experiments to organization-wide transformation?



Employees are three times more likely to be using gen Al today than their leaders expect.

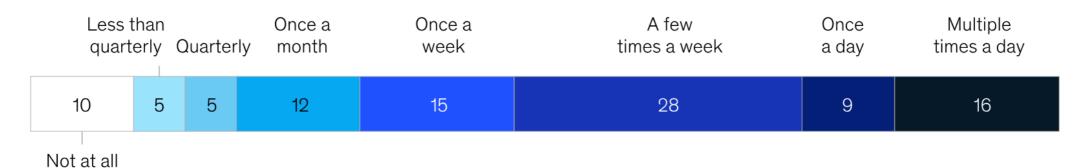
US employees' and C-suite's timeline for employees using gen Al for >30% of daily tasks, % of respondents



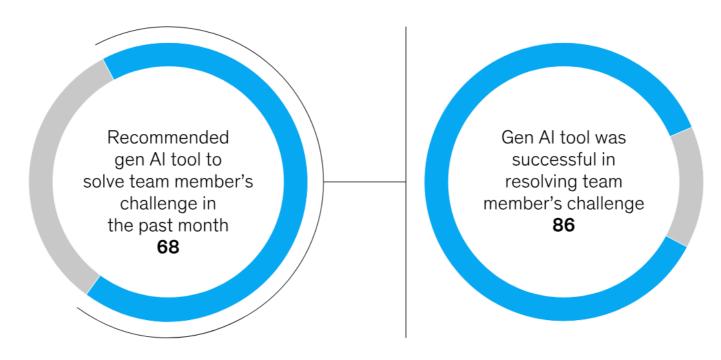
Note: Figures may not sum to 100%, because of rounding. Source: McKinsey US CxO survey, Oct-Nov 2024 (n = 118); McKinsey US employee survey, Oct-Nov 2024 (n = 3,002)

Two-thirds of managers regularly act as sounding boards for their teams on gen Al.

Frequency of team inquiries about using new gen Al tools at work, % of US manager respondents (n = 1,440)



Use of gen Al tools to resolve a team member's challenge, % of US manager respondents (n = 1,440)

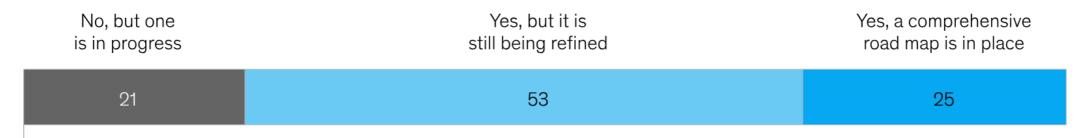


Source: McKinsey US employee survey, Oct-Nov 2024 (n = 3,002)



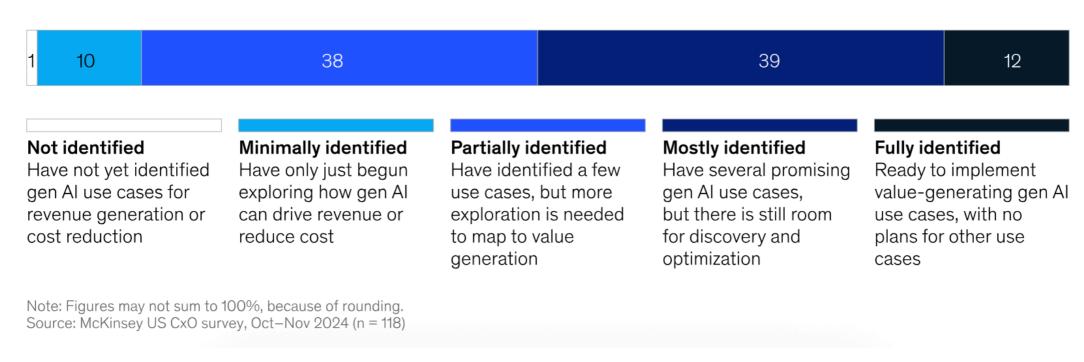
Most C-suite respondents have road maps to guide their gen Al strategies and have begun identifying use cases.

Presence of a defined gen Al road map, % of US C-suite respondents



No, there is no road map yet 0

Level of identifying revenue-generating use cases for gen Al, % of US C-suite respondents





Over the past two years, personal and business gen Al applications have often focused on localized impact.

Gen Al use cases by impact level, illustrative

Primary impact area

PersonalBusiness

Societal

Use cases Boost productivity by automating a specific task or job

- Conducting "smarter searches" for everyday information
- Planning events, including personalized invites, tracking of guests, run of show
- Assessing potential candidates' recruiting performance
- Accelerating contract generation
- Processing customer information faster
- Identifying high-value consumers and generating tailored actions for sales reps

Domains Reshape multiple roles across an area of operations

- Developing and executing databased campaigns, including content creation
- Conducting synthetic customer research
- Real-time monitoring for supply chain management and inventory control
- Accelerating coding processes and improving efficiency

Transformations Fundamentally reshape industries, fields, and lives

- Accelerating discovery and manufacturing in material science
- Predicting natural disasters, while supporting crisis management strategy
- Accelerating drug development by reducing cost and time

MORE LOCALIZED

MORE UNIVERSAL

We're entering a new phase of AI. One that demands bold thinking from every part of the organization.

As leaders here a few questions to ask your organization

Is your AI strategy transformational—or incremental?

- Can you turn cost centers into growth engines with AI?
- What does success look like—and how will you measure it?
- Are you building the workforce that thrives in an AI-native world?
- How could AI amplify your creativity, speed, or insight?
- What's your personal AI learning plan?
- If you could redesign your own job using AI, what would you change first?



Today, only 1% of companies say they've reached AI maturity.

That number must grow fast.

Leadership must move with intention.

Employees are ready.

The trust and transparency framework is in place.

The opportunity is massive.

The moment is now.

reach out <u>myron@humansfirst.co</u>