

# **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?**

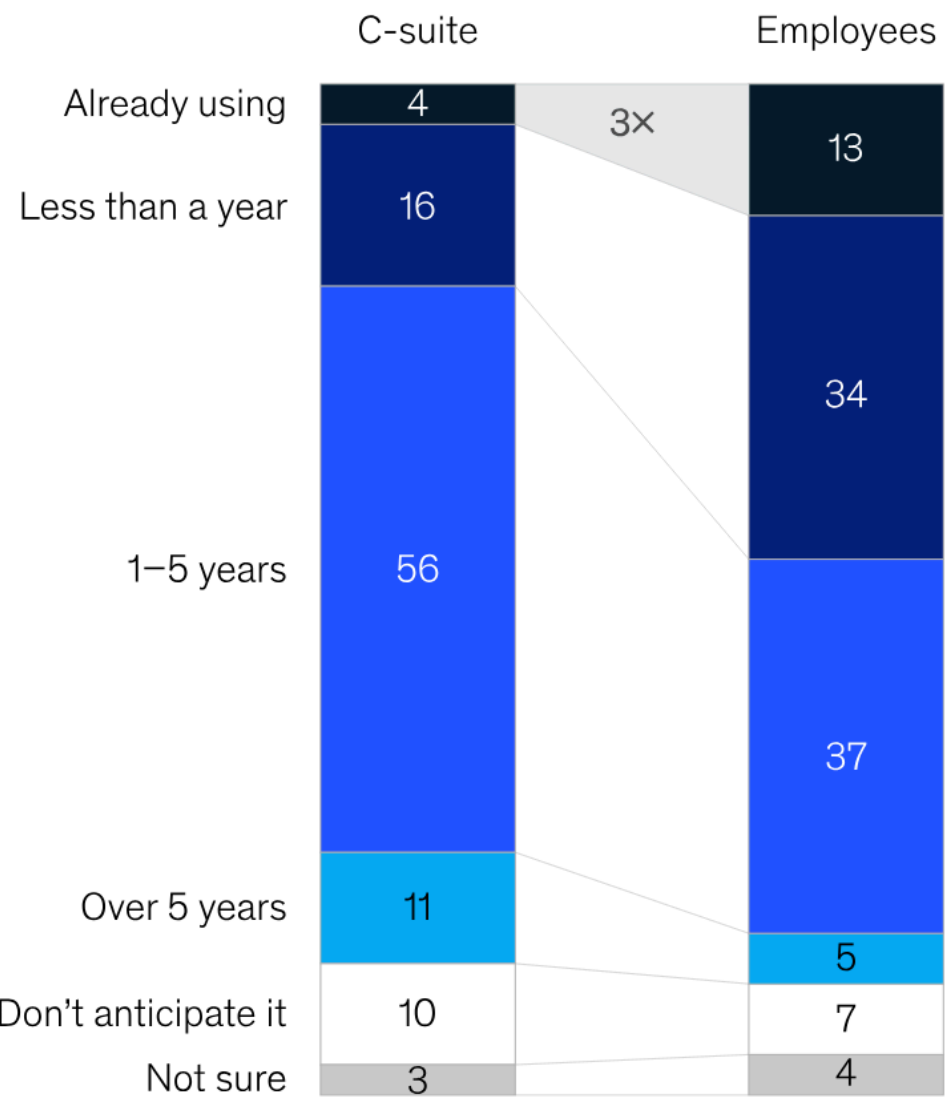
**Did you know two-thirds of managers are already acting as sounding boards for their teams on generative AI?**

**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 AI today than their leaders expect.

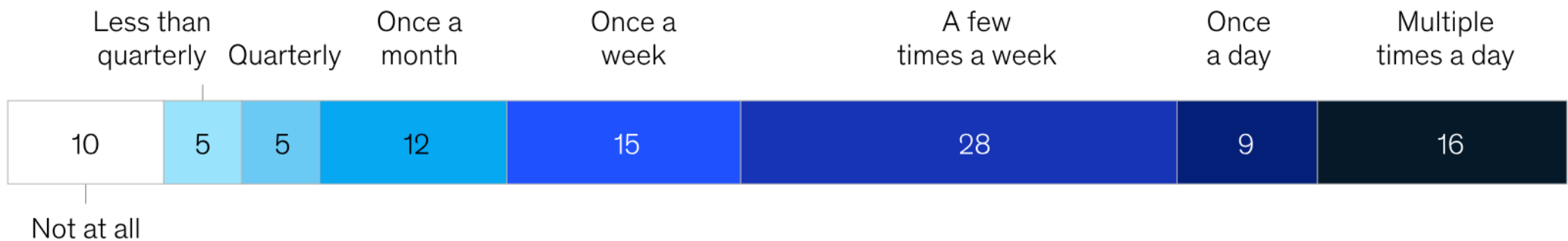
US employees' and C-suite's timeline for employees using gen AI for >30% of daily tasks, % of respondents



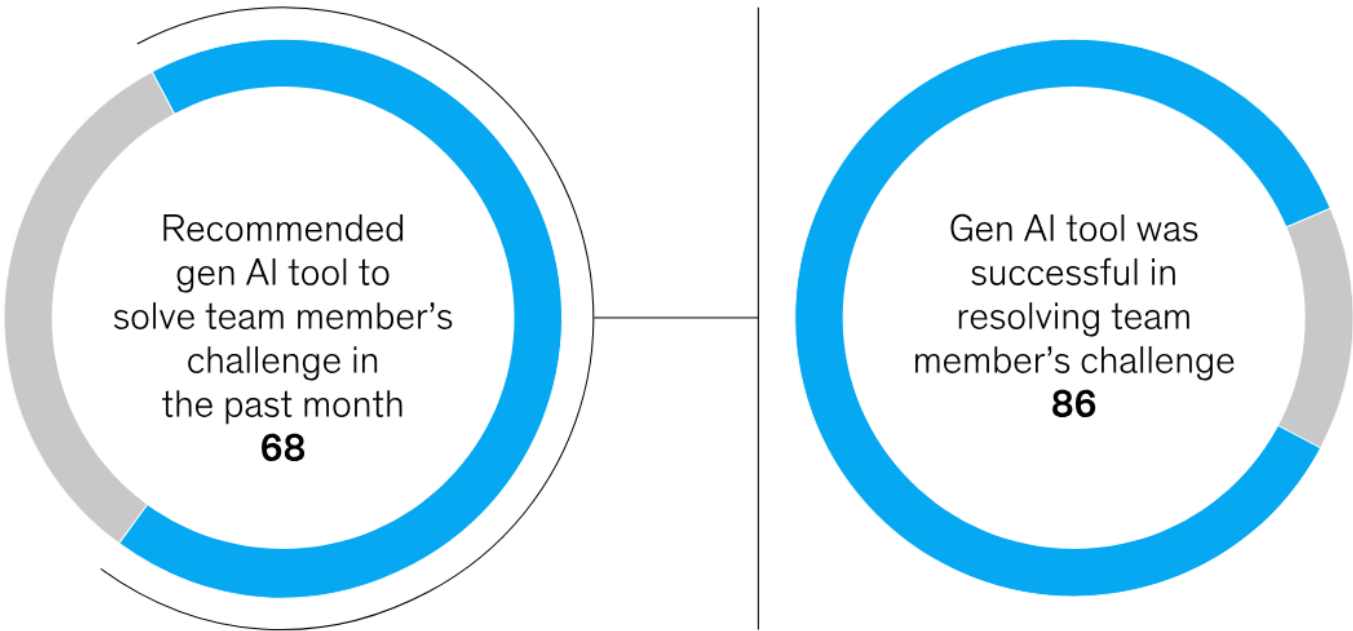
Note: Figures may not sum to 100%, because of rounding.  
Source: McKinsey US CxO survey, Oct–Nov 2024 (n = 118); McKinsey US employee survey, Oct–Nov 2024 (n = 3,002)

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

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



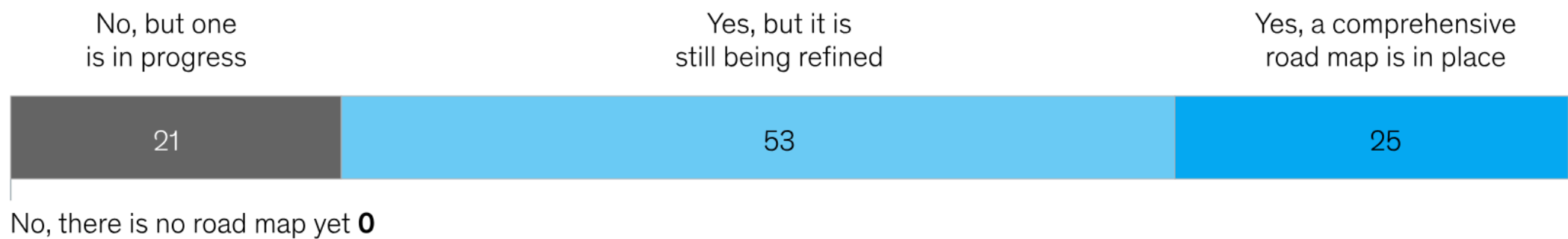
Use of gen AI tools to resolve a team member’s challenge, % of US manager respondents (n = 1,440)



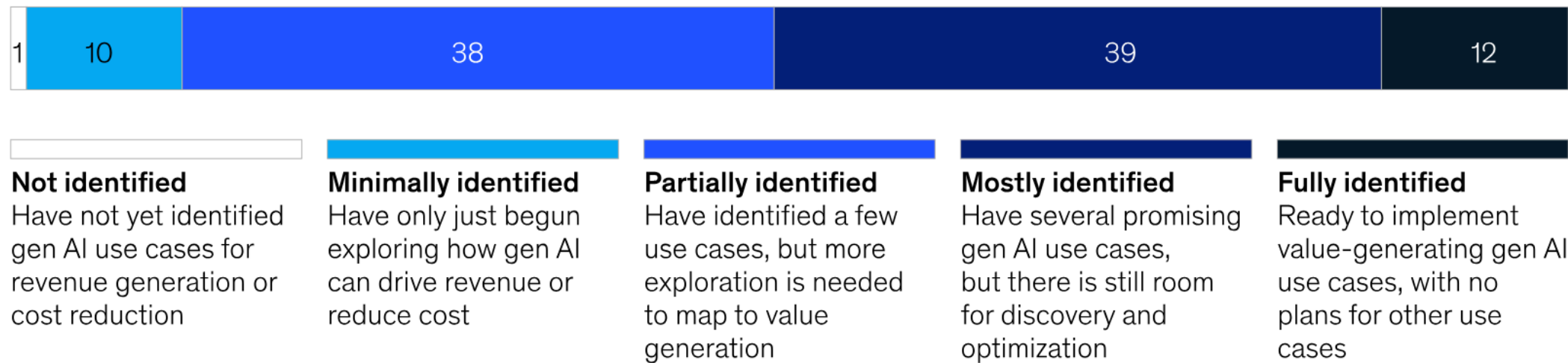
Source: McKinsey US employee survey, Oct–Nov 2024 (n = 3,002)

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

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

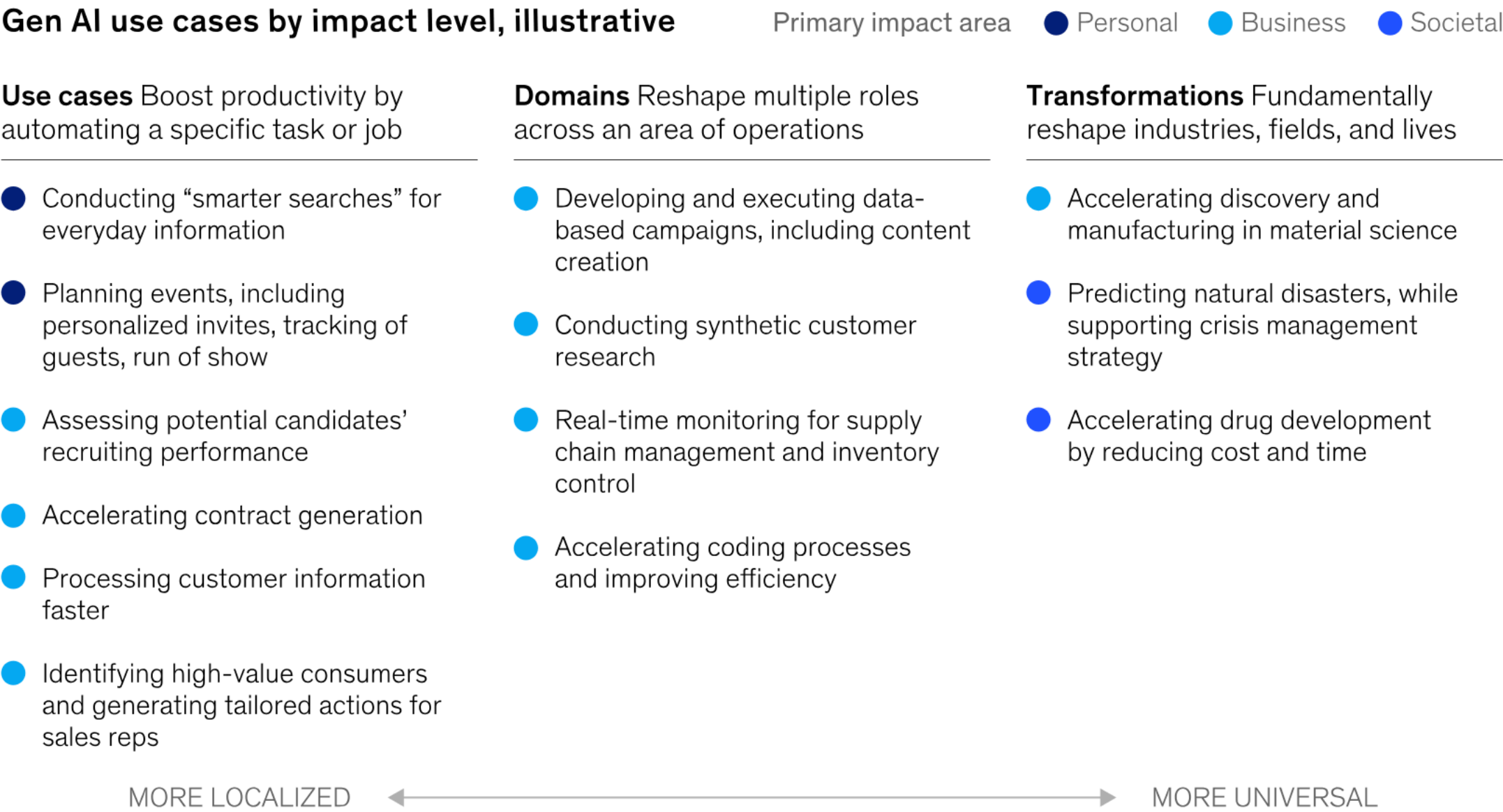


Level of identifying revenue-generating use cases for gen AI, % of US C-suite respondents



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

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



**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.

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