

Integration of AI into workplace management

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I think smart networking is one of the trends which can influence the integration of AI into workplace management. Sometimes the lack of right communication can lead to the inefficiency in the workplace management. Smart networking can help the organization to find the right person as soon as possible to communicate to solve the problem. Another trend is cybersecurity. When the entire business depends on the AI and IP at the core, protecting it is everything. Organizations should seek to implement integrated governance models, guardrails, and trust frameworks to enable AI. Cybersecurity teams will own these responsibilities. Security organizations have to secure AI systems and reimagine how cyber runs on AI. AI threat countermeasures, platform/technology refresh, agentic/human workforce model, fraud detection and cost optimization can help to build up a better system in performance evaluation, goal setting, and compensation decisions in a rapidly changing job market.

In my point of view, the difficult culture of the diverse company combine with AI can impact performance evaluation, goal setting, and compensation decisions in a rapidly changing job market. For example, Ernst & Young has the slogan of "building a better working world". The system for them to decide the performance evaluation would depend on whether you are better than before in several parts such as business development, paper work, and so on. In other organizations, components of the blueprint include a workforce structure, technology architecture, operating model, and governance.

Apart from that, I think smart staffing can also help a lot. I think predictive staffing model needs to match the person to the most right place without the technology disruption, such as leaning by Quantum. They also need to check if other similar types of companies, academia institutions, and government also would like to hire the potential employees in the similar timeframe and do the right assignments to achieve the most profitable decision.

For the upcoming five-year operations, I think we should applied advanced AI solutions to the following parts:

1. Data Privacy & Information Governance
2. Cybersecurity threats
3. Technology Platform Reliability
4. Supply Chain Disruptions
5. Customer & Market Retention
6. Third-Party & Vendor Risk
7. Regulatory & Compliance Requirements
8. Financial Reporting Accuracy & Controls
9. Workforce Retention & Capacity Gaps

10. Business Continuity & Disaster Recovery

11. Liquidity & Market Exposure

Strategy priorities:

Account focus

Collaborate

World-class capabilities

Service delivery transformation

Leadership behaviors and measures

Strategy as patterns of action (interactive control system)

Strategy dynamics – dealing with uncertainty and change

Core of value creation – human center, technology speed, innovation scale

To improve the AI system, I think we should build up the dynamic risk navigation: Audit plans that flex daily, adapting to live risk signals instead of fixed annual cycles. Apart from that, most of the work shift from task execution to system orchestration, validating outputs and translating results into business guidance. We should go through the journey from execution to orchestration by using advanced AI to our daily work.

References:

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