

**The tremendous power of implementing AI  
for the people dimension in your company**



## The significance of combining AI & the TBL's people dimension

According to modern theory, the success of companies is no longer exclusively measured by "hard" financial factors. Instead, more holistic approaches are chosen in order to include all stakeholders interest in the company's goals and thus to align the corporate strategy in a long-term and sustainable manner. The triple bottom line approach plays a central role here. This approach includes not only a profit dimension but also planet and people dimension. This expands the set of requirements by two new dimensions and thus increases it's complexity. To manage this complexity and ensure the long-term success of a business, it is therefore essential to focus on the human dimension.

This development sets a profound and complex transformation in motion that makes complex decision-making processes and data analysis inevitable. Without question, Artificial intelligence has the potential to contribute value by supporting multi-layered management decisions.

While the use of AI to improve the human dimension holds enormous potential, there are also barriers to overcome, especially when it comes to the implementation of these "smart" technologies. This raises the question of how to integrate AI technologies into organizations. This process of successfully introducing AI into business processes and avoiding problems is highlighted in this information memorandum.

The subsequent survey of BCG has shown that a noticeable amount of survey participants (58%) saw improvements in efficiency and decision making since the implementation of AI which underlines the significance of improving the people dimension through AI-applications. The proportion for each advantage can be seen respectively.

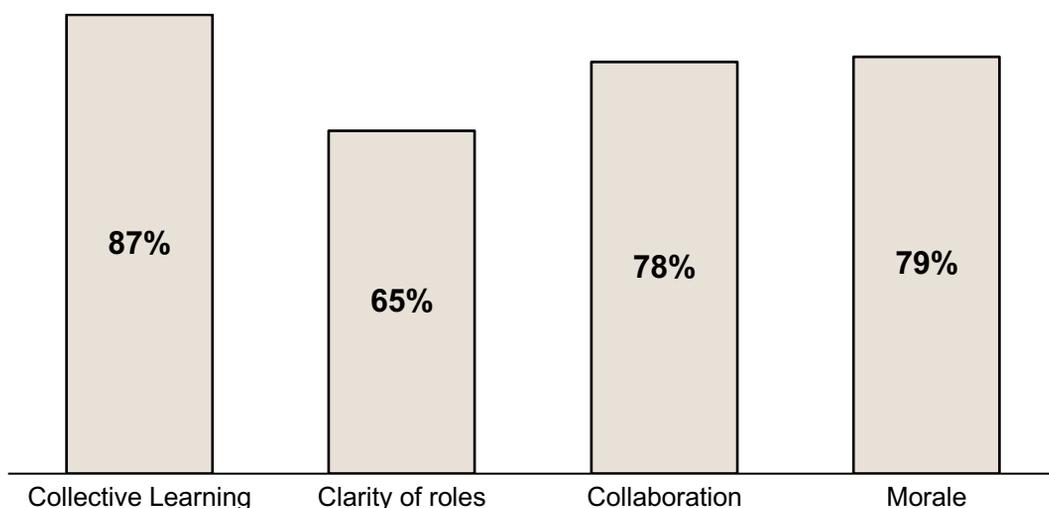


Abb.: BCG-MIT report „The Cultural Benefits of Artificial Intelligence in the Enterprise“

## Opportunities

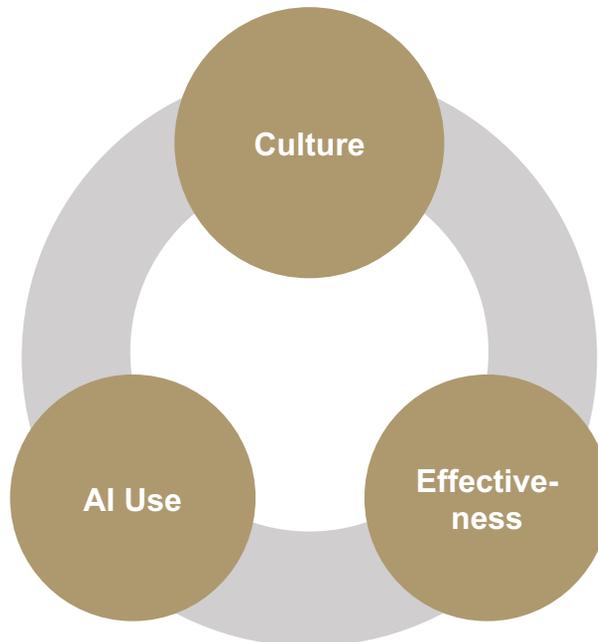


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Large enterprises that have already implemented AI technologies can derive additional benefits from AI in the people-dimension. These include collective learning, collaboration, moral and clear roles allocation.

Research shows that AI takes over mostly tedious and time-consuming tasks, while allowing the team to focus on decision making and thus more insightful, creative and social tasks. AI therefore has a positive impact on collective learning, collaboration, team morale and role clarification.

As seen in the figure above it is essential to understand that an innovative team culture improves AI implementation, which in turn improves team effectiveness and thus again team culture.

For companies in the process of launching their first AI Projects in order to improve the people dimension, two concrete use cases now follow.

By implementing an AI chatbot, routine tasks such as the initial exchange with applicants are automated and employees focus more on fundamental tasks of the recruiting role such as cultural fit. As a result, they feel their work is more valuable.

Another concrete improvement is an AI-generated Skills Library that examines jobs for skills and allocates employee appropriately, while at the same time suggesting coordinated training. This makes employees feel better cared for, valued and more comfortable in their work.

**„A test-and-learn mentality [through AI] will reframe mistakes as a source of discoveries, reducing the fear of failure.“**

- Harvard Business Review

## Planting the seeds for success

Being ahead in terms of technology comes with a major advantage compares to peers. Being ahead of culture and employee motivation means that firms are able to establish a permanent driver for overall performance and consumer satisfaction. Employees are the key to derive long-term success, momentum as well as a good environment.

To support its Clients Coryzon offering a specialized strategy advisory for critical aspects of improvements of the people dimension through AI-Applications. Coryzon is advising for big companies which are already into AI and want to unlock the potential precisely for the culture. More precise offerings are available for Recruitment and Learning & Training.

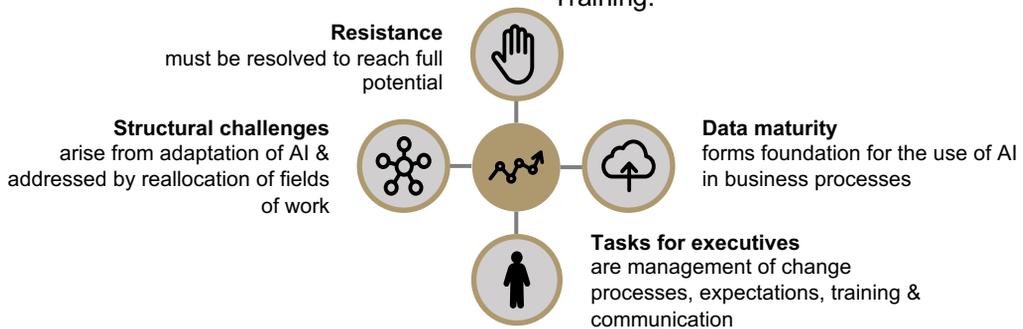


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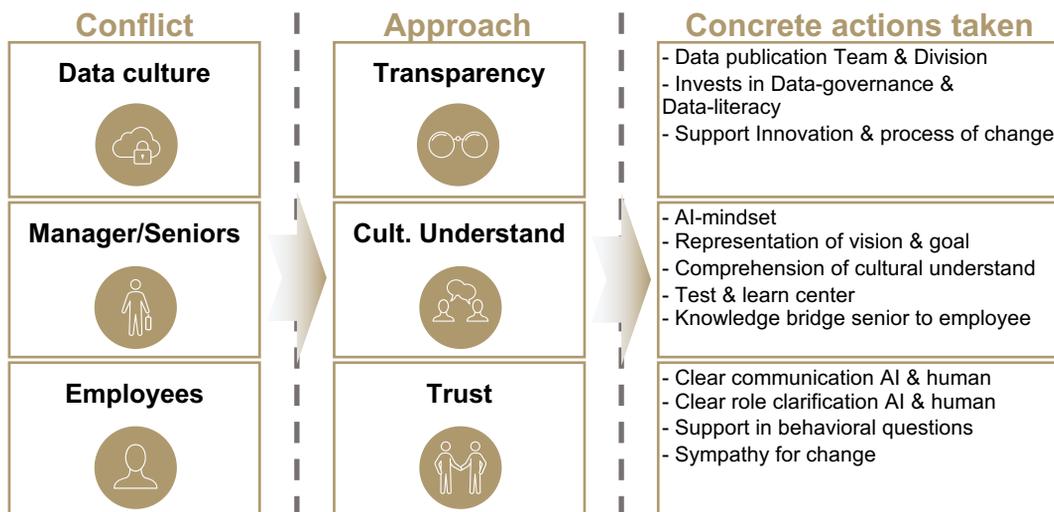


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