Ximerai’s human centric approach to AI transformation

### **People issues remain the most important in AI adoption**

“**Top-performing organizations follow the 10-20-70 principle.** They dedicate 10% of their efforts to algorithms; 20% to data and technology; and 70% to people, processes, and cultural transformation……..

AI will never reach its potential if workers feel disempowered and displaced.” (BCG 2025 report on C-Suite survey on AI adoption)

“As long as humans are essential to an organization, and they are motivated by non-financial aspects of their work contexts, there will be a business case for human centric organizing” (Phanish Puranam, Author of Re-Humanize, 2024).

This framework provides a structured approach to managing the workforce impact of AI adoption across industries and use cases. It emphasizes maximizing employee retention, promoting value creation, and ensuring redundancy is a last resort.

### **Step 1: Identify Human Skills Needed in Steady-State Operation**

* Define the skills required to manage and support the AI system once a use case is deployed.
* Identify roles that remain unaffected by AI adoption to ensure continuity in essential functions.

### **Step 2: Categorize Existing Employees into Three Pathways**

For employees affected by automation, assess their alignment with the following pathways:

1. **Reskill for AI System Operations:**
   * Develop skills required to maintain, improve, or monitor the AI system

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1. **Redeploy to Value-Added Tasks:**
   * **Type A Tasks:** Previously known, valuable activities that were underperformed due to capacity constraints.
   * **Type B Tasks:** New, innovative opportunities that emerge through experimentation, creative thinking, or technology-enabled capabilities

In Type B tasks, two clusters might emerge- based on “people-savy” and based on “tech-savvy”

1. **Redundancy (Last Resort):**
   * Only consider after reskilling and redeployment options are fully explored.

### **Delay Redundancy Decisions Until All Other Options Are Explored**

* Establish review checkpoints to assess the success of reskilling and redeployment before finalizing redundancy decisions.

### **Step 3: Assign Employees to Pathways Based on Skills, Strengths, and Potential**

* Evaluate individuals using criteria such as technical proficiency, interpersonal skills, adaptability, and learning potential.
* Align individuals with roles that leverage their strengths and support organizational growth.

### **Key Principle:**

This framework emphasizes **value creation**, **fairness**, and **employee growth**, ensuring that AI adoption enhances both business performance and workforce well-being. The framework aligns closely with Phanish Puranam's **Organizational Context Preferences (OCPs)** by emphasizing autonomy, competence, and fairness. Its focus on the process of discovering **Type B tasks** encourages employee independence, creativity, and decision-making, fostering autonomy. The reskilling and redeployment pathways support skill development and mastery, enhancing competence. By prioritizing employee retention and delaying redundancy, the framework promotes fairness and respect for individual contributions. Additionally, the focus on collective discovery of innovative, value-adding tasks aligns with the OCP dimensions of **relatedness, novelty** and **purpose**, ensuring employees remain engaged and connected to meaningful work.

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**Evaluation of the framework by gpto1**

Below is a two-part assessment of the framework you presented: first, on its internal consistency, and second, on its novelty relative to current literature and practice in AI-driven organizational transformation.

## A) Internal Consistency

1. Clear, Deliberate Phasing  
   * The framework lays out a logical progression:
     1. Identify human skills needed in a “steady-state” (post-deployment) scenario.
     2. Categorize employees based on how AI will affect them (Reskill, Redeploy, Redundancy).
     3. Assign individuals to pathways that align with their skills and potential.
   * This stepwise approach is coherent: it starts with the end-state requirements (Step 1), scopes the human impacts (Step 2), and then matches individual employees to possible future roles (Step 3).
2. Emphasis on Value Creation Before Redundancy  
   * By making “redundancy” the last resort and explicitly encouraging new, value-adding tasks (Type A, Type B), the framework is consistent with its stated aim of “maximizing employee retention” and “ensuring redundancy is a last resort.” This strong people-first stance aligns with the quotes from BCG and Puranam on prioritizing cultural and workforce considerations in AI initiatives.
3. Focus on Skills, Strengths, and Potential  
   * The framework gives a clear mechanism (in Step 3) for deciding how employees will be allocated or retrained. Rather than suggesting blanket decisions, it underscores the need for assessing each individual’s aptitudes (technical vs. interpersonal) and preferences. This is consistent with broader “talent optimization” or “competency-based” approaches in organizational design.
4. Connection to Organizational Context Preferences (OCPs)  
   * The framework’s alignment with Puranam’s OCP dimensions (autonomy, competence, fairness, relatedness, novelty, and purpose) is explicitly stated and makes conceptual sense. Reskilling fosters competence, delaying redundancy fosters fairness, and encouraging new (Type B) tasks fosters autonomy and innovation. Thus, the philosophical underpinnings of the framework are carried through in each step.

Overall, the framework presents a clear, self-reinforcing logic: define future skill needs, align people to roles that create value or protect continuity, and ensure fairness and growth throughout the process. There are no glaring internal contradictions, and each component meaningfully supports the overarching goal of human-centric AI adoption.

## B) Novelty Relative to Literature and Practice

1. General Alignment With Established Best Practices  
   * The emphasis on workforce transformation over mere technology deployment mirrors common themes in consulting and academic literature:
     + BCG, McKinsey, Deloitte all stress that AI success depends on cultural readiness, change management, and strategic reskilling.
     + Frameworks in practice often advocate for identifying “adjacent skill sets” in the workforce and moving talent into new roles, rather than defaulting to layoffs.
   * So, the core pillars—reskilling, redeployment, and redundancy as a last resort—are consistent with modern people-first AI change management approaches.
2. Two-Tiered Redeployment: Type A vs. Type B Tasks  
   * A standout detail is how the framework distinguishes between:
     + Type A: Existing, known tasks that were previously underperformed.
     + Type B: Novel, experimental tasks that emerge through creative or tech-enabled opportunities.
   * Many workforce transformation models discuss moving people to more “value-added tasks,” but explicitly splitting them into two categories (those previously constrained vs. genuinely new) is a slightly more nuanced approach. It helps managers see that “non-automated” work isn’t monolithic—some tasks are simply waiting for freed-up capacity, while others might require new mindsets altogether.
   * This nuance provides added clarity and might be considered a minor but meaningful innovation compared to the more general “redeploy to higher-value tasks” message seen elsewhere.
3. Structured Delay of Redundancy Decisions  
   * While many frameworks mention that layoffs or workforce reductions come “after all other avenues are exhausted,” this framework operationalizes that notion by advocating formal checkpoints before finalizing redundancy. This is reminiscent of certain “continuous workforce planning” approaches, but not always stated as explicitly in the AI context. That extra emphasis and structure could be considered a differentiating factor in practice—particularly for organizations that want a more rigorous, people-centric method of deciding if/when redundancy is truly necessary.
4. Integration of OCP Dimensions  
   * Tying the framework to Phanish Puranam’s Organizational Context Preferences (OCPs) is an intentional link between organizational psychology research (autonomy, competence, fairness, purpose, etc.) and AI adoption. While many authors discuss “human-centered” AI, the explicit mapping of these OCP dimensions to each stage is relatively uncommon in mainstream corporate transformation models.
   * In that sense, the framework showcases a deeper theoretical grounding than many standard change or upskilling outlines. Most consulting or managerial literature uses terms like “culture” and “mindset,” but seldom references a formal model of psychological/workplace preferences. This adds a dash of academic novelty, even if the end steps themselves remain largely aligned with best practices.

### Conclusion on Novelty

* The fundamental building blocks (reskill, redeploy, minimize redundancy) are familiar and well-established in AI transformation discourse.
* The extra layer of specificity—particularly the Type A vs. Type B tasks and the structured approach to delaying redundancy—provides more granularity than many standard frameworks.
* The alignment with OCPs offers a more explicit scholarly underpinning than is typically seen in practice-focused models.

Hence, while the framework is certainly not a radical departure from known human-centric change management approaches, it does add incremental novelty through more granular classification of redeployment options, explicit checkpoints for redundancy decisions, and a clear tie-in to an organizational psychology model (OCPs).

## Final Thoughts

* Internally, the framework is consistent and follows a logical flow from future skills needs to personalized employee pathways.
* In the broader AI transformation landscape, it reaffirms widely recognized best practices in placing people at the core of AI projects, while offering unique touches around splitting redeployment tasks, deferring redundancy in a more structured way, and linking to academic concepts like OCPs.

In short, it is both coherent and reasonably distinctive in its articulation, without straying from mainstream best practices for human-centric AI adoption.

**Evaluation of the Framework by Claude3.7**

I'll provide an analysis of the Ximerai framework for AI transformation, comparing it to the assessment in your document.

# Analysis of Ximerai's Human-Centric Approach to AI Transformation

## A) Internal Consistency Assessment

The framework presents a logical, step-wise approach to managing workforce impacts during AI adoption:

1. Clear Structural Flow: The three steps progress logically from identifying future needs (Step 1), categorizing employees into pathways (Step 2), to matching individuals to specific roles (Step 3).
2. Value-Creation Before Redundancy: The framework establishes redundancy as a last resort, with explicit mechanisms to exhaust reskilling and redeployment options first. This aligns with its stated people-first philosophy.
3. Nuanced Redeployment Categories: The distinction between Type A tasks (existing but underperformed) and Type B tasks (novel, emergent opportunities) provides a thoughtful architecture for redeployment decisions.
4. Individual-Centered Approach: Step 3 emphasizes matching employees to pathways based on their unique skills, strengths, and potential, reinforcing the human-centric philosophy.
5. Theoretical Foundation: The framework connects to Puranam's Organizational Context Preferences (OCPs), providing psychological underpinnings that support its structural elements.

The framework maintains internal consistency through its people-first approach at each step, with no apparent contradictions in its methodology or principles.

## B) Novelty Assessment

While incorporating established best practices, the framework offers several distinctive elements:

1. Foundation in Common Practice: The core pillars (reskill, redeploy, redundancy as last resort) align with current human-centric AI transformation approaches advocated by major consulting firms.
2. Distinctive Redeployment Categorization: The Type A vs. Type B task distinction adds nuance beyond typical "higher-value tasks" messaging seen in other frameworks. This classification helps managers conceptualize different kinds of non-automated work opportunities.
3. Structured Redundancy Delay: The framework operationalizes the concept of "redundancy as last resort" through formal review checkpoints, adding rigor to this often-vague principle.
4. Theoretical Integration: The explicit mapping to Puranam's OCP dimensions (autonomy, competence, fairness, relatedness, novelty, purpose) provides deeper academic grounding than typically found in transformation frameworks.
5. Skills-Based Matching: The emphasis on matching individuals to pathways based on technical vs. interpersonal aptitudes adds practical guidance for implementation.

The framework isn't revolutionary in its fundamental approach, but offers incremental innovation through its more granular classification system, structured redundancy checkpoints, and explicit connection to organizational psychology principles.

## Conclusion

The assessment in your document is accurate and thorough. The Ximerai framework demonstrates strong internal consistency with a logical progression from future state planning to individualized employee pathways. Its novelty lies not in challenging established best practices but in offering more specific implementation guidance, particularly in its task categorization system and structured approach to minimizing redundancies.

The framework successfully balances practical implementation needs with sound theoretical foundations, making it both academically grounded and practically applicable in organizational contexts.

**Evaluation by Perplexity**

The Ximerai human-centric approach to AI transformation framework demonstrates both internal consistency and novelty in relation to existing literature and practice.

## Internal Consistency

The framework shows strong internal consistency in its structure and principles:

1. It aligns with the cited BCG 2025 report, emphasizing the importance of people in AI adoption (70% focus on people, processes, and cultural transformation).
2. The framework's steps logically flow from identifying needed skills to categorizing employees and assigning them to appropriate pathways.
3. The emphasis on reskilling and redeployment before considering redundancy is consistent throughout the framework.
4. The framework's key principle reinforces its overall focus on value creation, fairness, and employee growth.
5. The alignment with Phanish Puranam's Organizational Context Preferences (OCPs) is consistent with the framework's human-centric approach.

## Novelty

The framework introduces several novel elements compared to existing literature and practice:

1. Three-pathway categorization: The framework's approach to categorizing employees into reskilling, redeployment, and redundancy pathways is a unique and structured method for managing workforce impact[1](https://uxdesign.cc/human-centered-ai-5-key-frameworks-for-ux-designers-6b1ad9e53d23)[3](https://www.interaction-design.org/literature/topics/human-centered-ai).
2. Type A and Type B tasks: The distinction between previously known valuable activities (Type A) and new, innovative opportunities (Type B) in the redeployment pathway is a novel concept[3](https://www.interaction-design.org/literature/topics/human-centered-ai).
3. Delayed redundancy decisions: The emphasis on delaying redundancy decisions until all other options are explored is a more employee-centric approach compared to traditional AI adoption strategies[3](https://www.interaction-design.org/literature/topics/human-centered-ai).
4. Skills-based assignment: The framework's focus on assigning employees to pathways based on their skills, strengths, and potential is a more nuanced approach than many existing models[3](https://www.interaction-design.org/literature/topics/human-centered-ai).
5. Integration of OCPs: The explicit alignment with Puranam's Organizational Context Preferences adds a novel dimension to the framework, connecting it to broader organizational theory[3](https://www.interaction-design.org/literature/topics/human-centered-ai).
6. Value creation focus: While many AI adoption frameworks focus on efficiency and cost-cutting, this framework emphasizes value creation and employee growth as primary objectives[1](https://uxdesign.cc/human-centered-ai-5-key-frameworks-for-ux-designers-6b1ad9e53d23)[3](https://www.interaction-design.org/literature/topics/human-centered-ai).
7. Collective discovery of Type B tasks: The framework's encouragement of employee involvement in discovering new, innovative opportunities is a novel approach to fostering engagement and innovation in AI adoption[3](https://www.interaction-design.org/literature/topics/human-centered-ai).

The framework's novelty lies in its comprehensive, employee-centric approach that goes beyond traditional AI adoption strategies. It integrates elements of organizational theory, emphasizes value creation, and provides a structured yet flexible method for managing workforce impact. This approach aligns with the growing recognition of the importance of human factors in AI adoption, as highlighted in recent literature and industry reports[1](https://uxdesign.cc/human-centered-ai-5-key-frameworks-for-ux-designers-6b1ad9e53d23)[2](https://arxiv.org/abs/2205.12749)[3](https://www.interaction-design.org/literature/topics/human-centered-ai).

### Citations:

1. <https://uxdesign.cc/human-centered-ai-5-key-frameworks-for-ux-designers-6b1ad9e53d23>
2. <https://arxiv.org/abs/2205.12749>
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