

BALANCING TENSIONS  
IN THE **WORKFORCE**

As AI reshapes workforce dynamics  
it remains the **dominant driver** of workforce transformation

Yet there's reason to think **this confidence in growth could be misplaced**,  
as business leaders admit mistakes in replacing people with AI

72%  
of business leaders\*

think AI will be the main driver  
for workforce transformation  
over the next three years

76%  
of business leaders\*

are confident their organization  
will be taking full advantage of AI  
by the end of 2025

77%  
of business leaders\*

are confident their organization  
will have implemented AI into  
core business operations  
by the end of 2025

Leaders need to be pragmatic:  
Balance tensions and close the experience gap

WORKFORCE

39% say they have made  
people redundant  
because of AI...

55%  
... but half of  
those (55%) say  
they made the  
wrong decision\*

SKILLS

51% say reskilling is strategically  
important in preparing their  
workforce for AI

41%  
have increased  
their budgets  
accordingly\*

KNOWLEDGE GAP

Deriving value from AI will take  
more than just investing in  
and deploying the technology

22%  
fear they will  
be left behind  
because  
they lack AI  
understanding\*

Although business leaders are **confident** AI will make their workforce more  
productive, **they need more help** learning **how this will work in practice**

Understanding AI's  
silent impacts

"While it's encouraging to see investment in AI continue to grow, businesses need a better  
understanding of how the technology will change their future workforce. Questions remain  
unanswered over whether AI will yield enough return on investment in the near term to justify the  
costs associated with lost talent and downturn in productivity."  
- Oliver Shaw, CEO, Orgvue

\*Source: Orgvue 2025 annual 'State of the Nation' report on AI and workforce transformation

