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Driving Skill Shift:

Competency and Innovation

for Sustainable Organizational Development





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Building Intelligent Organizations:

Leadership, Talent and Future Skills in the AI Era



ITLI ALEXANDRIA
International Transport & Logistics Institute
معهد النقل الدولي واللوجستيات للدراسات العليا

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"Technology is changing what organizations can do. Leadership determines what they become."



AI Adoption

Introducing the Technology

- Deploy tools and platforms
- Automate selected tasks
- Measure usage and efficiency

AI Transformation

Redesigning the Organisation

- Redesign workflows and roles
- Build human–AI capabilities
- Change decisions, culture and governance



Intelligent organizations are not simply organizations that use AI. They are organizations that redesign their leadership, talent, structures, culture and work processes to combine human capabilities with artificial intelligence.

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According to WEF Future of Jobs Report

The impact of AI centers on four major pillars:

WORLD ECONOMIC FORUM

The challenge is not just managing job losses. It is preparing organizations and people for 170 million new roles created against 92 million roles displaced by 2030, resulting in 78 million net employment growth projected by 2030.

while fundamentally restructuring organizational workflows around human-agent collaboration

New Organizations' Models

Human Technology Interaction

Skills Evolution and Workers Readiness

Labor Market Churn and Job Dynamics

Today, the challenge is not simply to build organizations that use AI. It is to build organizations that are intelligent enough to lead the AI transformation."

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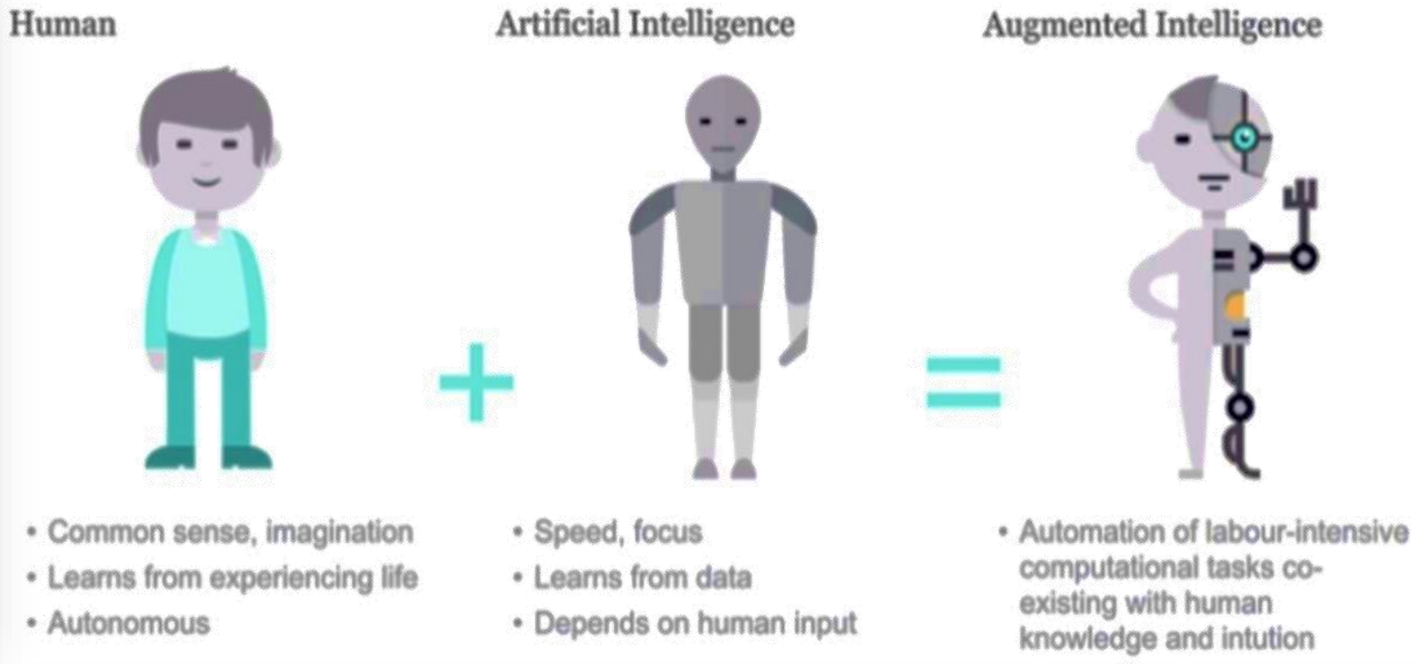
The future of work is not simply human versus machine.
It is an evolving relationship between human and artificial capabilities.

-1 -

The human interaction model shifts from **execution** to **oversight, verification, and ethical governance**.

-2 -

The most premium human interactions will center around **analytical thinking, systemic problem-solving, resilience, and leadership**



It is about AUGMENTATION not just AUTOMATION

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The Dynamic Capabilities Framework requires mastering 3 core components

Dynamic Capabilities Framework – 3 Key Components

The Dynamic Capabilities Framework identifies 3 clusters of activities, or critical components, essential for organizational success in dynamic and competitive markets.

These components work together to help organizations detect emerging opportunities and threats, act on them effectively, and adapt resources, processes, and structures to sustain Competitive Advantage.



1 Sensing

The identification and assessment of opportunities. It enables organizations to stay attuned to the external environment and recognize emerging trends or shifts.



2 Seizing

Mobilizing resources to address an opportunity and create value. It empowers organizations to act quickly and allocate the necessary resources to capitalize on identified opportunities.



3 Reconfiguring

Renewing and transforming capabilities to maintain alignment with a changing competitive landscape. This ensures organizations remain agile and adapt to evolving market conditions.

Understanding these clusters of activities allows organizations to stay competitive, innovate continuously, and sustain long-term success, even in rapidly evolving environments.

By sensing opportunities, seizing them decisively, and continuously reconfiguring resources, organizations can remain agile, innovate, and maintain a sustainable Competitive Advantage.

It takes digital leadership to define the direction, modify, reconfigure, and upgrade its resources as the market shifts. Develop talents and future skills to ensure that people can adapt and thrive in a technology – driven environment.

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Intelligent Organizations Emerge When Five Elements Work Together

Leadership

Leadership is the steering wheel of the intelligent organization. It is no longer just about managing operations, but about vision, alignment, and culture.



Talent

ILO concludes that job transformation is generally more likely than complete replacements. A shift from simply filling positions into skills-based talent management to continuously understand and develop capabilities.



Technology

Scalable infrastructure and the capabilities to process data and automate complex tasks. Advanced analytics to turn raw data into predictive insights and autonomous tasks



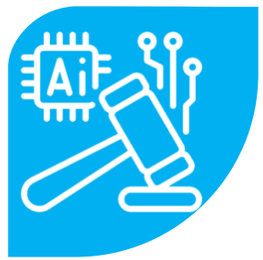
Redesign

Restructuring of workflows, processes, and organizational structures to actually exploit the power of technology and talent. Simply layering AI over old, bureaucratic processes fails.



Governance & Accountability

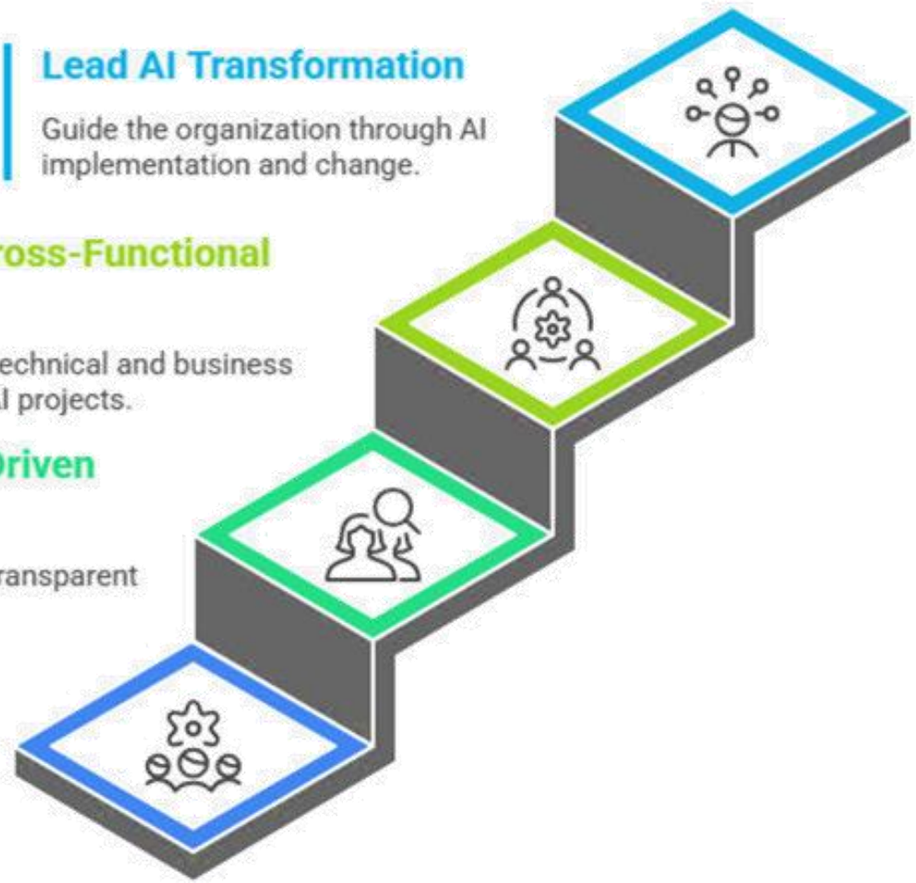
The guardrails and ethical framework to create transparency and fairness. Keep the organization safe, compliant, and trustworthy. Respect employee privacy and protect confidentiality.



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Leadership ability to adapt, innovate, and guide teams through AI transformations is critical for success in today's competitive landscape.

Achieving AI Leadership



4 Lead AI Transformation
Guide the organization through AI implementation and change.

3 Build Cross-Functional Teams
Integrate technical and business skills for AI projects.

2 Encourage Data-Driven Decisions
Promote inclusive and transparent use of AI insights.

1 Foster AI Culture
Create an environment where AI is embraced and understood.

Enable

Create Direction and Value

- Connect AI to strategy
- Redesign work, not just tools
- Co-design with employees

Equip

Capability Gap

- Connect AI to strategy
- Redesign work, not just tools
- Co-design with employees

Safeguard

Protect Trust and Value

- Uneven AI Fluency
- Outdated Skills
- Continuous Learning

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The future belongs to forward-thinking organizations that can lead human-technology interactions



01 Lead Intelligently

02 Develop Talents

03 Redesign Continuously

"Ultimately, the purpose of intelligent organizations should not be to replace human potential, but to expand it."

It takes leadership to define the direction, talent to translate opportunities into value, and future skills to ensure that people can adapt and thrive.

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Thank You
For Your Attention

