

The Impact of **Artificial Intelligence** on the Future of the Human Workforce



Dr. Ola Abdelwahab

Head of Learning and Development
Arab Bank Executives and Leadership
Coach – ACC - ICF

Meet **HR** Experts

03-04 **DECEMBER** 2025

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The Impact of **Artificial Intelligence** on the Future of the Human Workforce

"Building Today's Talent, Achieving Tomorrow's Excellence "

03-04 **DECEMBER** | 2025

Helnan Antoiades Palace Hotel
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"Building Today's Talent, Achieving Tomorrow's Excellence "



AI and the Evolution of Leadership Development and Coaching



Dr. Ola Abdelwahab

**Head of Learning and Development - Arab Bank
Executives and Leadership Coach— ACC - ICF**





 +  **Harvard Business Publishing**
Corporate Learning

How *the* Workforce Learns *Gen AI* in 2025

Research by Degreed in partnership with
Harvard Business Publishing Corporate Learning

Using Gen AI at Work

We asked: "How frequently do you use Gen AI tools or technologies in your work?"

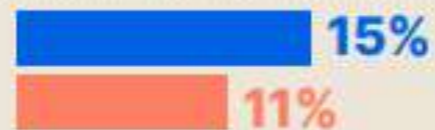
It is woven into most of
my daily tasks



Daily for specific tasks but
not for every activity



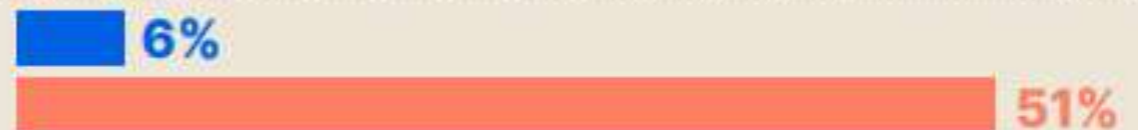
At least weekly



A few times a month



Less than once a month



■ Very Confident ■ Not Confident

Research by Degreed in partnership with
Harvard Business Publishing Corporate Learning

Workplace Learning Report 2025

The rise of career champions

LinkedIn



LinkedIn

Workplace Learning Report 2025

The rise of career champions

LinkedIn

The most common career development practices are leadership training and sharing internal job postings.



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Because you're working towards **leadership**



The Top 11 Learning and Development Trends for 2025



[Barry Ryan](#) · Head of Marketing · 23 September 2024



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L&D Trends 2025

Hey there 🙌 Welcome to Thirst! We're so excited to have you here! 😊 Is there something I can help you with today?

11 Learning and Development Trends for 2025



1. AI-Driven Learning Experiences
2. Skills-Based Talent Management
3. Hybrid Learning Models
4. Focus on Emotional Intelligence
5. Immersive learning
6. Integration of Learning with Employee Experience
7. Social and Collaborative Learning
8. Knowledge Management and Curation
9. Employee Empowerment & Self-Directed Learning
10. Employee-Generated Content
11. AI-Powered Learning Assistants

Let's take a look at each trend in more detail... 📌

1. AI-Driven Learning Experiences

Unsurprisingly, in 2025, AI and machine learning will continue to be game-changers in delivering a truly **personalised learning** experience. 🎯

However, despite AI's growing role in L&D, 59% of learning leaders still lack the necessary data to guide their practices effectively, highlighting a gap between the availability of accurate data and its practical application.

Table of contents

1. AI-driven learning experiences
2. Skills-based talent management
3. Hybrid learning models
4. Focus on emotional intelligence
5. Immersive learning
6. Integration of learning with employee experience
7. Social and collaborative learning
8. Knowledge management and curation
9. Employee empowerment & self-directed learning
10. Employee-generated content
11. AI-powered learning assistants
12. State of L&D in 2025

Hey there 🙌 Welcome to Thirst! We're so excited to have you here! 😊 Is there something I can help you with today?



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AI and the Evolution of Leadership Development and Coaching



Leadership Coaching



Personal Growth Journey



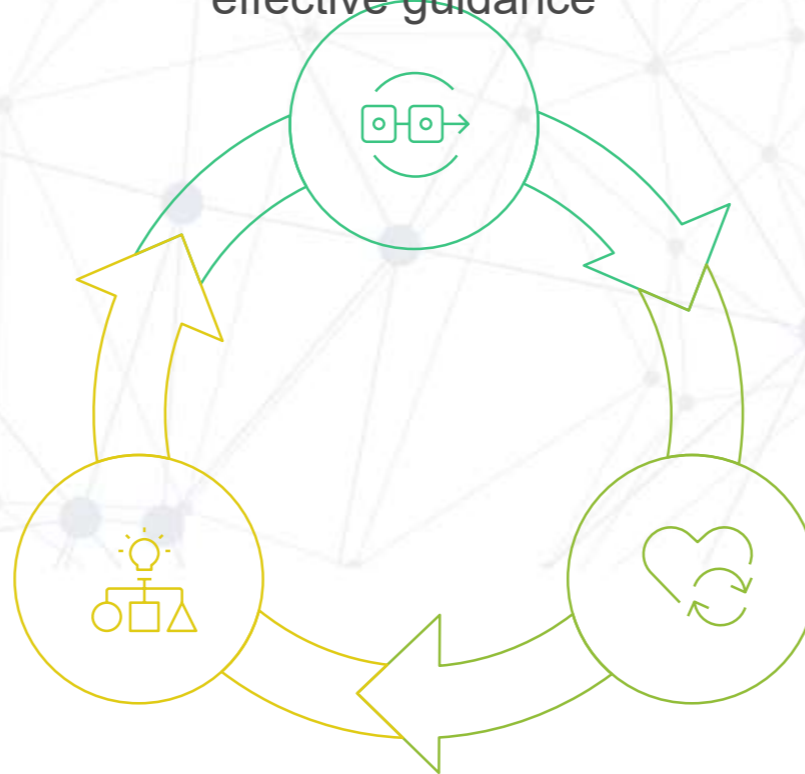
Bridging Performance Gaps to Career Growth



Leadership Development

Enhance
Leadership Skills

Develop core
competencies for
effective guidance



Foster Strategic
Thinking

Analyze situations and
devise innovative
solutions

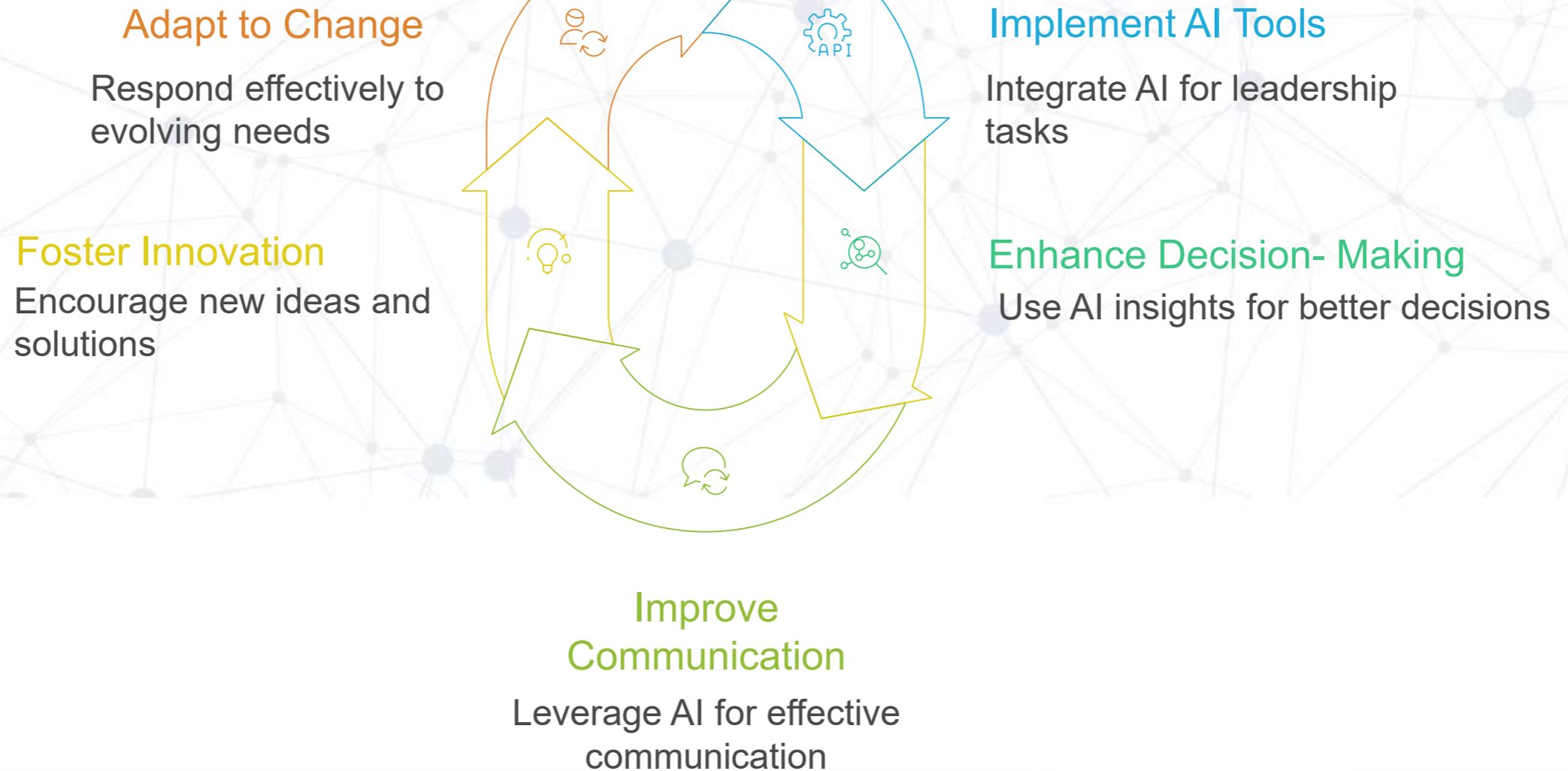
Cultivate Emotional
Intelligence

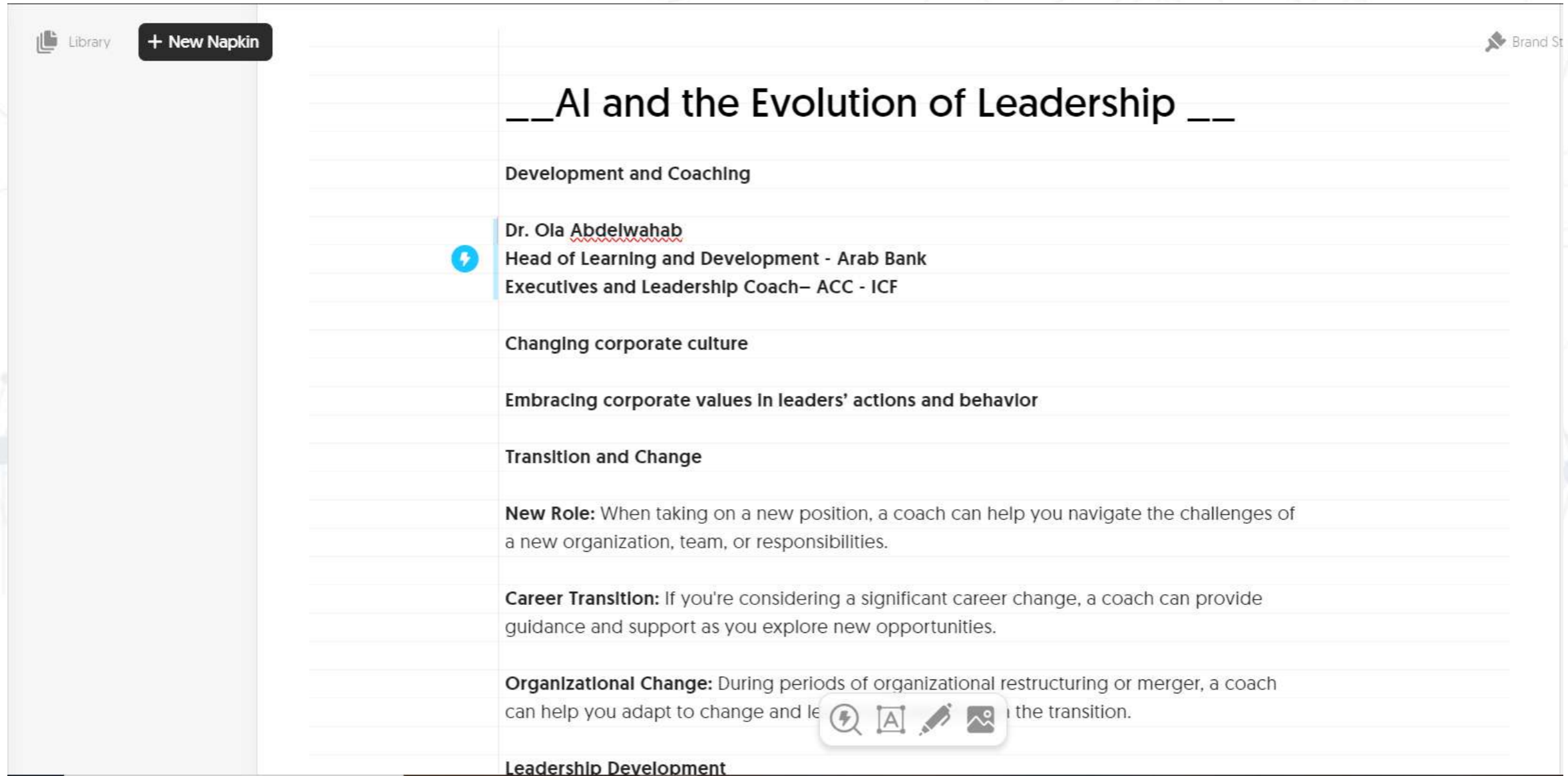
Understand and manage
emotions for empathy

Achieving Organizational Change



AI-Driven Leadership Evolution






The screenshot shows a digital note-taking application interface. On the left, there is a sidebar with a 'Library' icon and a '+ New Napkin' button. The main area is a white canvas with horizontal lines, containing the following text:

__ AI and the Evolution of Leadership __

Development and Coaching

 **Dr. Ola Abdelwahab**
Head of Learning and Development - Arab Bank
Executives and Leadership Coach– ACC - ICF

Changing corporate culture

Embracing corporate values in leaders' actions and behavior

Transition and Change

New Role: When taking on a new position, a coach can help you navigate the challenges of a new organization, team, or responsibilities.

Career Transition: If you're considering a significant career change, a coach can provide guidance and support as you explore new opportunities.

Organizational Change: During periods of organizational restructuring or merger, a coach can help you adapt to change and lead the transition.

Leadership Development

At the bottom of the note, there is a toolbar with icons for search, text, drawing, and image insertion.

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AI and the Evolution of Leadership Development and Coaching



Use Case 1
GC Index





THE GC INDEX®

GC IMPACT PROFILE



Welcome to the GC Index Platform

To help you get started we have created a list of things for you to explore.

As always, if you need anything please **get in touch**

Do good. Be great.

4 / 5 complete

- ✓ Review your own **GC Index Report** and consider your Energy for Impact
- ✓ Ask **ChatGCT** for deeper insights about your potential impact
- ✓ Run your CV, LinkedIn bio or website pages through **GC Translate**
- ✓ Download a file from **Community Resources**
- ✗ Edit your profile and add a **profile picture**

MY PROFILE

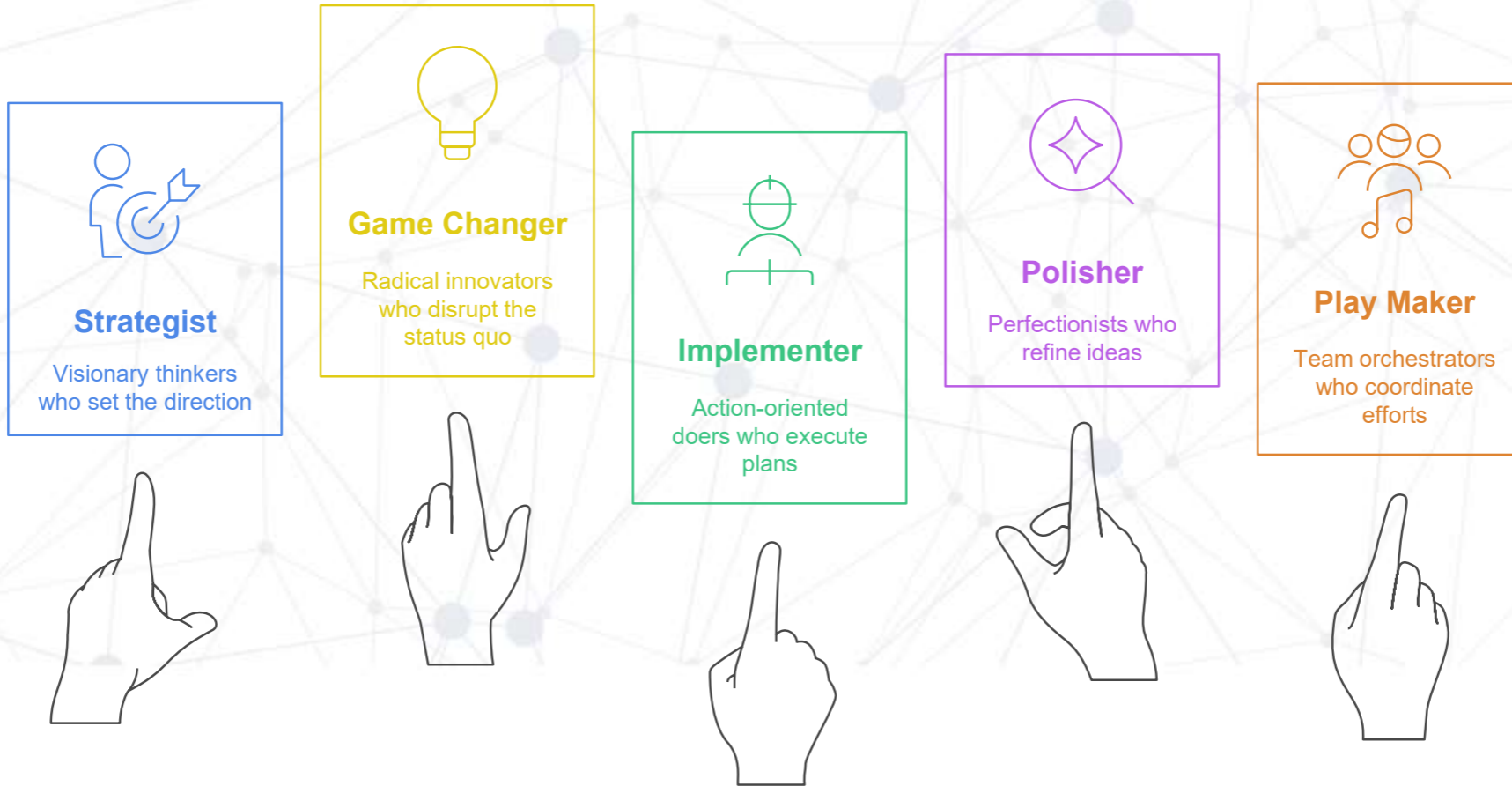
[Edit Profile](#)

PROJECT AND PROCESS AREAS

Contact your GCologist, [Ghada Howaidy](#) to use The GC Index in any of these areas

STRATEGY & BUSINESS	ORGANISATION & CULTURE
BUSINESS STRATEGY	CULTURE TRANSFORMATION PROGRAMME
MANAGEMENT CONSULTING	EQUALITY, DIVERSITY & INCLUSION
MARKETING & BRANDING	OPERATIONAL IMPROVEMENT
MERGERS & ACQUISITIONS	ORGANISATIONAL DESIGN & DEVELOPMENT
SALES & GROWTH	WELLBEING
HR & TALENT	CHANGE & TRANSFORMATION
LEADERSHIP COACHING & DEVELOPMENT	CHANGE MANAGEMENT
RECRUITMENT	DIGITAL TRANSFORMATION
TALENT MANAGEMENT	INNOVATION PROGRAMMES
TEAM COACHING & DEVELOPMENT	PROJECT & PROGRAMME MANAGEMENT
YOUNG PEOPLE DEVELOPMENT	TECHNOLOGY & SOFTWARE SOLUTIONS

Which GC Index profile best describes an individual's contribution?



YOUR PROCLIVITY LEVELS

HOW TO INTERPRET THEM

The GC Index proclivity levels are a measurement of Energy for Impact. They are not like test scores, there are no 'better' or 'worse' profiles. There is no right or wrong profile, it is all about how we use our Energy for Impact to the best effect. For example, a low proclivity level can at times help or hinder the impact we want to make and a high proclivity level can also do the same.

PROCLIVITY LEVEL

1-3

If you have a proclivity level of 1 to 3 it suggests that you have little energy or inclination for activities that require this proclivity. You may tend to avoid activities of this sort when you can.

As we don't easily get drawn into lower scoring proclivities, at times and in certain situations they can help us make a better impact.

PROCLIVITY LEVEL

4-6

If you have a proclivity level of 4 to 6 it suggests that you have some energy and inclination for activities that require this proclivity, but not predominantly so.

Moderate proclivity levels are areas we can draw upon when we need to make our best impact.

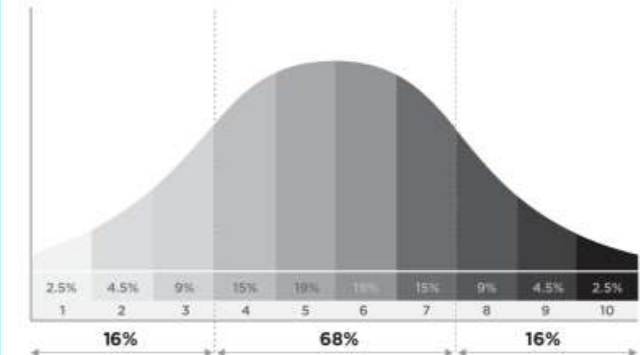
PROCLIVITY LEVEL

7-10

If you have a proclivity level of 7 to 10 it suggests that your natural energy and inclination is to take on activities that require this proclivity.

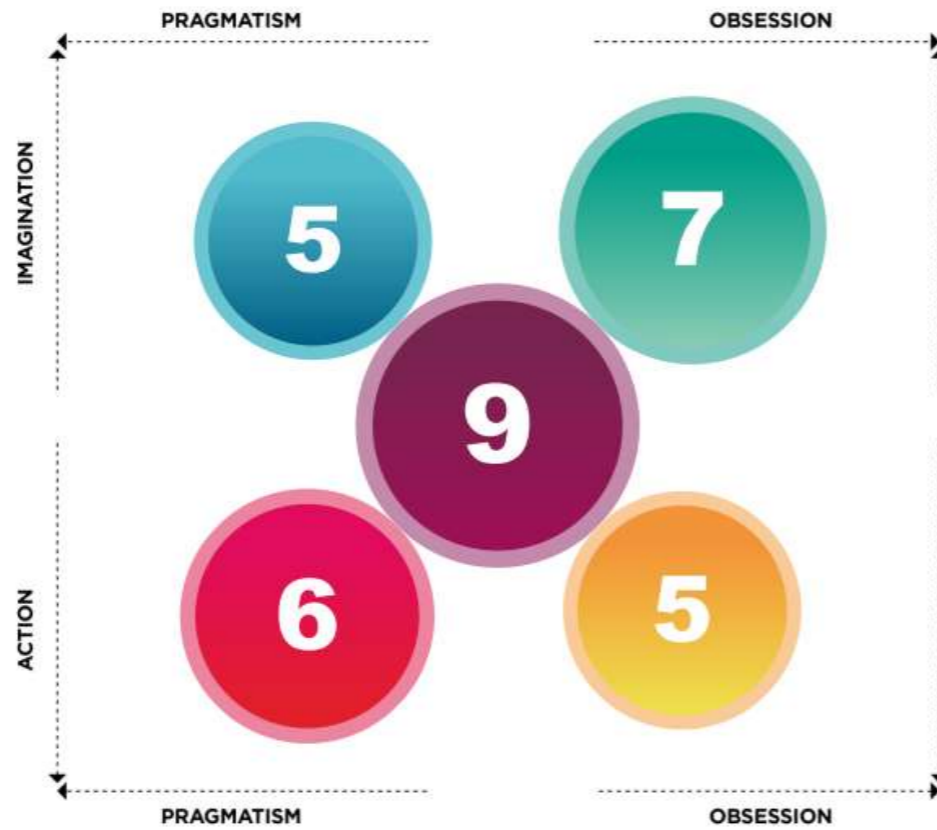
As we can often get drawn into higher scoring proclivities too quickly and for too long, at times and in certain situations they can hinder us in making our best impact.

STATISTICAL DISTRIBUTION OF THE GC INDEX PROCLIVITY LEVELS



YOUR PROFILE SCORES

YOUR SCORE MATRIX



ALL CATEGORIES





CHATGCT

How can AI augment the GC Index framework?



Predictive Modeling

AI can analyze data to predict future performance and trends.



Personalized Development

AI can tailor development plans based on individual strengths and weaknesses.



Automated Matching

AI can efficiently match individuals to roles or teams.



Sentiment & Behavioral Insights

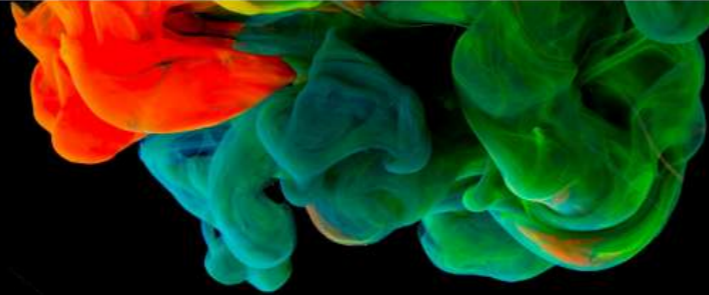
AI can provide deeper insights into team dynamics and individual behaviors.




- 
-  AI
CHATGCT
-  GC
TRANSLATE
-  MY INFO
-  COMPANY INFO
-  RESOURCES
-  LINKS & REPORTS

CHATGCT

WELCOME BACK





THE
PLAY MAKER
ORCHESTRATES
THE FUTURE

THE
GAME CHANGER
TRANSFORMS
THE FUTURE

ChatGCT

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- CONVERSATIONS

+ NEW CONVERSATION

Search conversation:

New Conversation
✖

25th November 23:16


New Conversation
✖


25th November 15:04


"Integrating AI and
The GC Index in
Coaching"
✖


Play Maker: 9, Game Changer: 7, Strategist: 5, Polisher: 5, Implementer: 6


SEND


- Try some of our favourite prompts below
-  How can ChatGCT help me?


 Impactful collaboration tips

 Strategies for managing conflict

 Get the best out of my team

 Impacting my next meeting

 Maximise my impact at work

 Download Prompt Guide

- MY INFO
- COMPANY INFO
- RESOURCES
- LINKS & REPORTS
- LOGOUT

CONVERSATIONS

[+ NEW CONVERSATION](#)

Search conversation:

- New Conversation 🗑️
25th November 23:21
- New Conversation 🗑️
25th November 23:16
- New Conversation 🗑️
25th November 15:04
- "Integrating AI and The GC Index in Coaching" 🗑️
25th November 15:04

FILES

File uploading is now available as part of a GC Subscription. [Click here](#) for more information.

Welcome to ChatGCT. **Important:** Any decisions you make following any ChatGCT response will only be valid once verified by your Assigned GCologist. Please always contact your Assigned GCologist ([Ghada Howaidy](#)) to help you make your best impact. Get started by asking me a question below.

25th November 23:24

[Insert your scores into message](#) Start typing the name of a participant and click their name to insert their scores

Please give me some suggestions of how I can best use ChatGCT to help me make my best impact at work and home?
Output Format: Please put your response in a bullet point format with some example prompts that I can copy and paste to help me get started with ChatGCT and my GC Impact Profile. Play Maker: 9, Game Changer: 7, Strategist: 5, Polisher: 5, Implementer: 6

SEND

Try some of our favourite prompts below

- 💡 How can ChatGCT help me?
- 👥 Impactful collaboration tips
- ⚖️ Strategies for managing conflict
- 👤 Get the best out of my team
- 🗣️ Impacting my next meeting
- ⚡ Maximise my impact at work
- [Download Prompt Guide](#)

CONVERSATIONS

[+ NEW CONVERSATION](#)

Search conversation:


New Conversation
25th November 23:31


Maximizing Impact with ChatGPT Strategies
25th November 23:21


New Conversation
25th November 23:16


New Conversation
25th November 15:04

"Integrating AI and The GC Index in Coaching"
25th November 15:04

 **COMPANY INFO**

 **RESOURCES**

 **LINKS & REPORTS**

 **LOGOUT**

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25th November 23:31








 **Insert your scores into message**

Prompt: "Based on my team's GC Index profile (Play Maker: 9, Game Changer: 7, Strategist: 5, Polisher: 5, Implementer: 6), how can I get the best out of my team?"

Output Format: Provide a table of where the GC Index Team Profile can be a potential asset and where it may be a potential liability and give key team opportunities and improvement areas by proclivity, followed by action steps to enhance team performance.

SEND

Try some of our favourite prompts below

-  How can ChatGCT help me?
-  Impactful collaboration tips
-  Strategies for managing conflict
-  Get the best out of my team
-  Impacting my next meeting
-  Maximise my impact at work
-  **Download Prompt Guide**

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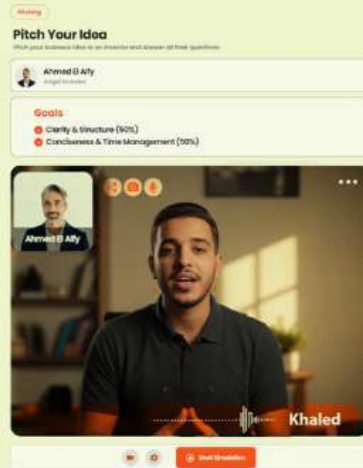
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Practice Realistic Conversations

with AI that listens, engages, and challenges you.



Try AI Roleplay Now

Get Instant, Actionable Coaching

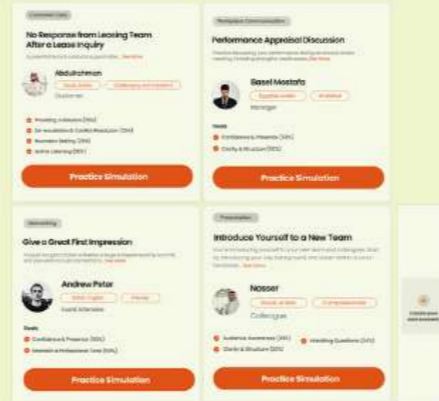
with takeaways to strengthen every aspect of your communication.



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Create Your Own Scenarios

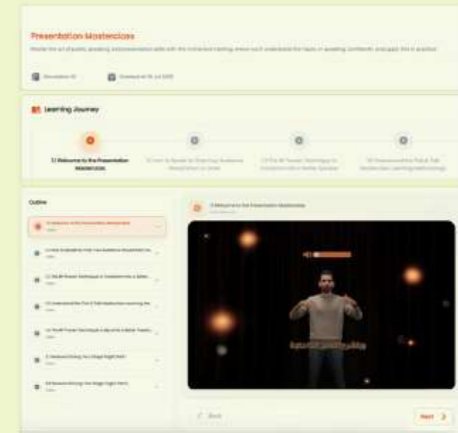
tailored to your personal experiences, culture, and professional context.



Try AI Roleplay Now

Start a Learning Journey

with guided training courses curated by experts



Try AI Roleplay Now

We Start with **AI-Driven Pre-assessment** that Measures User Weaknesses and **Quantifies** it

We enable employees to record a 3-minute pitch on our AI platform so we can analyze their strengths and weaknesses. We tailor our content accordingly. Our AI models get in-depth measurable results on confidence, tone, body language and content.



- Speak in **Arabic or English** for 3 minutes.
- We analyze the employee's **voice, body language, confidence and content.**

Your team then does **role-plays with our AI in Arabic/English** that Simulate Real-life Situations they get Involved In.

Our AI can simulate actual interviews, meetings or presentations your teams get involved in and assesses how they handled conversations, providing them with detailed feedback and learning content that helps them grow and improve their skills.



- **Learning Content** for Improvement

- **Data-Driven Analytics** on their **Charisma, Content and Objection Handling.**

- **Admin Dashboards** for Governance and Visibility

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AI and the Evolution of Leadership Development and Coaching



Use Case 3

Financial Freedom Prompts



To explore your relationship with money, I'll need to ask you a few reflective questions. Think of these as a mirror — your answers will help us understand your beliefs, behaviors, and emotions around money. Let's start with a few key ones:

1. What's the first memory you have about money?
Was it about saving, spending, being given or denied something?
2. How do you feel when you receive money?
Joyful, guilty, indifferent, empowered?
3. How do you feel when you spend money — especially on yourself?
Do you feel deserving, anxious, proud, careless?
4. Do you tend to save money easily, or is it hard to hold onto?
Do you budget? Do you check your accounts regularly?
5. What do you believe about wealthy people or being wealthy yourself?
Are your beliefs mostly positive, negative, or neutral?
6. If money were a person, how would you describe your relationship with them?
Supportive friend, unpredictable partner, distant stranger?

If you answer these, I can reflect back your patterns and help define your money personality — like whether you're a saver, spender, avoider, giver, or a blend. Want to dive in?

Money Psychology Deep Dive Prompt

Act as a money psychologist. I was born on _____. Ask me 10 deep questions, one by one. Only the next after I answer. These questions should unearth my deepest belief about money and my emotional relationship to it.

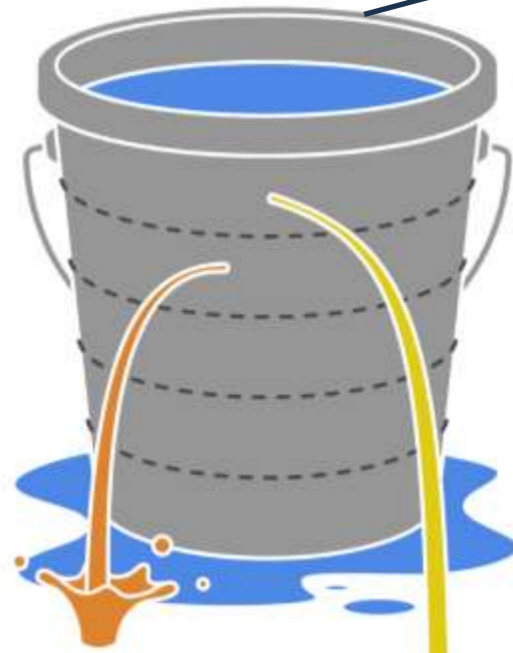
Then take my answers. Don't just summarize them. Analyze the patterns like a master coach.

Then step into my billionaire self — yes, become me as if I'm already a billionaire — and speak back to me in a powerful tone that shakes my subconscious.

Don't be nice. Be honest. Challenge me. Recode me.

Show me what I must believe instead. And leave me with a 3-step financial identity protocol I must start practicing today.

AI Augments, not
replaces, human
intervention

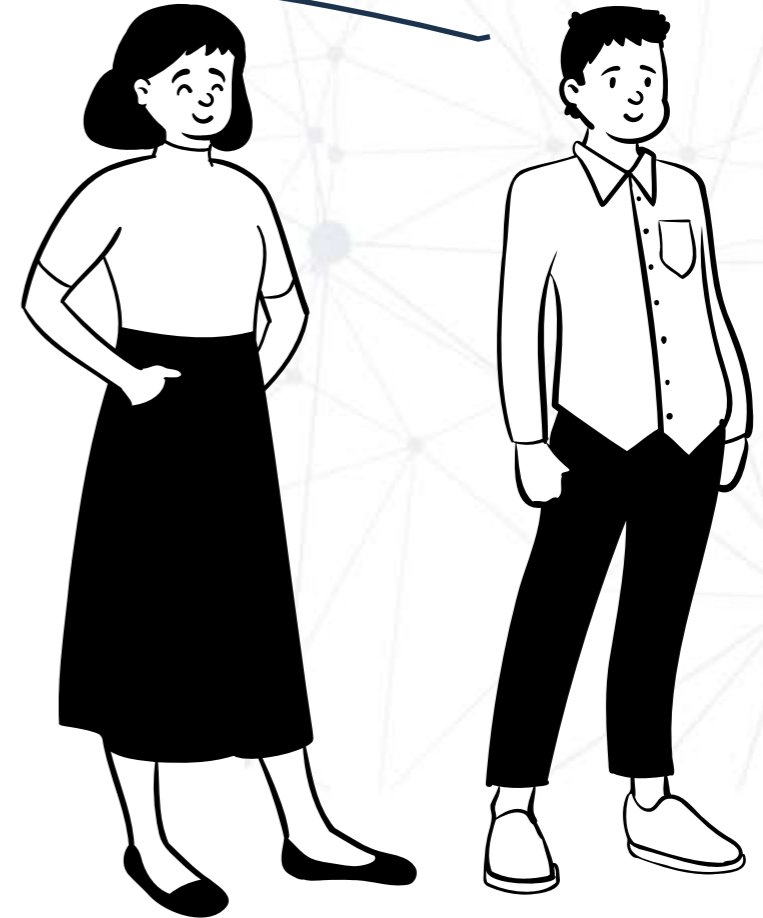


**Potential AI
Mistakes**

Requires human
oversight

**Privacy
Concerns**

Data security is
paramount



AI benefits for HR Practices

Scalability

Include wider scope of
employees and managerial
levels



Data-Driven Decisions

Informed HR choices about
promotions, succession
planning and development
investments

Continuous Feedback

Providing ongoing, real-time
feedback rather than only
annual reviews



“The most proficient employees don't wait to be trained. Instead, they are proactive, self-directed, and curious.”

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Dr. Ola Abdelwahab

**Head of Learning and Development - Arab Bank
Executives and Leadership Coach– ACC - ICF**

