

## AI GOT YOU ANXIOUS? LET WORKFORCE PLANNING SETTLE YOUR NERVES.

### It's the Right Time for Workforce Planning

In our [April newsletter](#), we discussed why strategic workforce planning (SWP) is essential for aligning talent strategies with business goals. Yet many organizations struggle to plan effectively in the face of constantly shifting workforce dynamics—generating a gap between strategic intent and actual outcomes, and often fueling stakeholder resistance. We proposed a shift in mindset: redefining KPIs to better capture workforce conditions and turn strategy into reality.

In this month's newsletter, we'd like to **continue the conversation** about how to overcome resistance to change and turn **strategy into action**. This time, let's explore anxieties around agentic AI and see how SWP can be the cure.

#### RECAP: Key Takeaways from UNLEASH and SWP Conferences

This May, the Vemo team attended both UNLEASH America in Las Vegas and the Strategic Workforce Planning (SWP) Conference in Chicago. The key takeaway from both events: organizations are entering a complex transition as they begin redesigning their workforces around agentic AI. According to keynote speakers at UNLEASH, 92% of business leaders are heavily investing in AI, yet 64% of attendees report lacking an AI strategy—highlighting a significant execution gap in today's workforce.

We explored how AI is fundamentally challenging HR—transforming technology, shifting workforce dynamics, and disrupting the market. Keynote speakers shed light on the top anxieties HR leaders have about agentic AI, including:

- Uncertainty about changing job roles
- Changing HR technology and disrupting the market
- Issues with organizational readiness

In this newsletter, we'll unpack what agentic AI really is, explore its strengths and limitations, examine the risks it poses to workforce strategy—and share our top recommendations for turning this disruption into a strategic advantage.

#### AI: WHAT IS IT AND HOW IS IT SHAPING THE FUTURE OF THE WORKFORCE?

Top speakers at both conferences described AI as a computational system that independently observes, decides, and acts to achieve specific goals.

#### KEY FEATURES OF AI

- Quickly automates human skills and capabilities
- Can more quickly iterate through solutions and outcomes than some humans
- Enables people to "supercharge" their own work

#### TOP ANXIETIES ABOUT AI

During our keynote at the SWP Conference in Chicago, we asked attendees to share their greatest AI/SWP anxiety. More than half responded that these were their greatest anxieties about AI:

1. How is AI changing my business?
2. How is AI changing my workforce roles?
3. How is AI changing my job?



#### THE OPTIMIST'S VIEW – HOW AI IS RESHAPING THE MARKET

AI is rapidly transforming technology and reshaping the market. With AI agents, workers are becoming "superworkers"—not replaced by digital tools, but enhanced by them. Rather than operating independently, AI agents boost productivity by enabling faster, more efficient performance. As AI automates and augments skills, those capabilities become easier and more cost-effective for organizations to implement.

In this evolving market, incumbent organizations risk displacement. To stay competitive, they must learn to manage and analyze new workforce data to better identify skills gaps. At the same time, AI introduces new workforce anxieties. Fear of automation and job replacement fuels resistance to AI adoption. But adaptation to emerging technologies is no longer optional. Newer competitors—more agile and technologically savvy—are quickly gaining a competitive edge by embracing advanced technologies.

#### The Future in Focus: Two Key Shifts

##### 1. From Data Scarcity to Saturation

Rather than hindering the data, the market disruption caused by AI has revolutionized the use of data. AI and Machine Learning (ML) enable launching workforce planning initiatives with unprecedented speed. The bottleneck isn't the data or the forecasts anymore—it's knowing what to do with them. The speed at which AI now pulls, augments, and models internal and external data makes it possible to launch a workforce planning initiative in weeks, not years. For every job role and skill, SWP with AI and ML integrates internal workforce intelligence with external labor market intelligence, driving **strategic workforce management**, enabling you to understand your gaps better

GAPS = BUILD + BUY

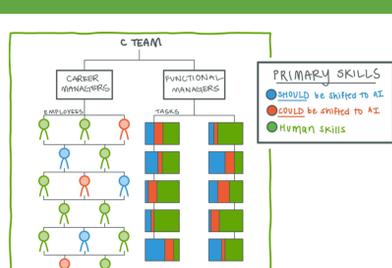


##### 2. The Death of the Traditional Org Chart

As AI takes on repeatable work across functions and management layers, organizations can shift from static org charts to adaptive structures—responding to how work actually flows, not just how it's organized.

#### AI ENABLES THE MATRIX ORGANIZATION:

The traditional org chart leads to inefficient resource allocation and risk from competition. Although the matrix organization is not a novel concept, it has historically fallen short due to friction implementing it in most workforces. AI has the potential to absolve that friction and better fit people to work. This will allow career managers to develop a competitive workforce and functional managers to plan work performed by both humans and agents



#### Instead of Being Anxious, Let's Be Prepared

At the SWP Conference, we asked: should we hand over the keys to AI? The majority of respondents said yes—but agreed we're not quite ready yet. That's why it's time to focus on getting there.



In the GenAI era, the question is no longer "Should we do workforce planning?"

It's: "What exactly are we planning for?"

One of the most pressing concerns is how the adoption of GenAI will reshape job roles—yours and those across your entire workforce.

While AI can generate forecasts, build scenarios, and even draft action plans, it still cannot answer the deeper, strategic questions:

1. What work should be offloaded to GenAI—and which demand human judgment?
2. What kind of workforce — and by extension, what kind of organization — are we actually trying to build?

#### FROM TECH ANXIETY TO STRATEGIC ACTION

To plan effectively in this new market, we need to change the conversation. Instead of asking "Should we use AI?" try asking "Where does AI offer the highest measurable value?"

**TOP TIP:**  
ATTACK A PROBLEM,  
NOT THE TECHNOLOGY

It might be in research development, sales, or technology adoption. The goal isn't to make AI the most advanced component of your workforce—it's to make AI the most useful tool in your organization.

#### WHAT DOES THE STATE OF OUR FUTURE WORKFORCE LOOK LIKE?

We're entering a new era—one where career planning and task planning are beginning to converge.

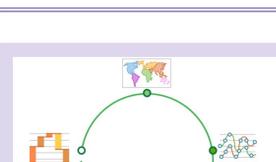
In workforce planning terms, this means a closer integration between strategic planning & analytics and resource management.

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Stay tuned for our next newsletter where we'll share deeper insights and practical strategies to keep your organization ahead of change.

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Vemo combines powerful software with expert consulting to help clients tackle the unique challenges of workforce planning, workforce analytics, and resource management. [Continue Reading.](#)