



AI Without Layoffs

A Discussion on Workforce Transition,
Trust, and Organizational Design

What is AI Doing in Your Organization?

AI Can Become...

- Workforce Reduction
- Cost-cutting justification
- Headcount elimination

OR It Can Become...

- Workforce Reinvention
- Capability amplification
- Talent redeployment

Quick Pulse Check

Who is personally using AI weekly?

Who has deployed AI tools organization-wide?

Who defined workforce AI strategy?

Who has discussed AI-related workforce impacts at the executive level?

Who has publicly committed to avoiding AI-driven layoffs?

AI Effect on the Organization

What fears/ expectations do you or your employees have about AI?

What concerns / expectations do your leaders have?

How do you feel about AI and your companies philosophy around it?

The Hard Question

If AI makes your workforce 20% more productive — then what?

What is your organization's philosophy for using productivity gains?

Strategy & Workforce Questions

Strategy

- What work should never be fully automated?
- Where does human judgment become more valuable because of AI?
- How do we define the boundaries of AI decision-making?

Workforce

- How do we prevent AI from increasing burnout?
- What roles become more important in an AI-enabled organization?
- How do we support workers whose roles change significantly?

Leadership & Culture Questions

Leadership

- What signals are employees watching most closely?
- How do leaders unintentionally create fear around AI?
- What does a trustworthy AI rollout actually look like?

Culture

- How do we reward experimentation without punishing mistakes?
- What does organizational trust look like during AI transition?
- How do we build psychological safety into AI adoption?

The organizations that navigate AI transition with trust, intentionality, and humanity will not just survive — they will define what great leadership looks like in this era.