



Working With the Wave

How Organisations Can Thrive
in an AI-Transformed World of Work



KATHRYN KEARNEY

Founder

Evergreen EdTech Consulting

Google · Amazon · Databricks

evergreentedtechconsulting.com

A question for the room.

**How many of you have used AI
in your work in the last 30 days?**

Another question for the room.

How many of you have a **clear strategy** for how AI is being used, learned from, and governed across your workforce?

That gap is exactly why we're here.

The wave has already arrived.

It didn't ask for permission.

We have a choice:

Stand on the shore and wonder ✕

Learn to work with the wave ✓



The organisations winning right now are not the ones who waited to figure out AI. They're the ones who started building human capability alongside it.

Three forces converging right now

01



Skills expiring faster than we can replace them

39% of workers' core skills will be disrupted by 2030. AI is the primary driver.

(WEF Future of Jobs Report 2025)

02



The talent supply chain is broken

We can't hire our way out. There aren't enough people with the right skills — and the pace of change outstrips onboarding.

03



Learning stuck in 2010

Annual calendars.
One-size-fits-all programmes.
L&D teams fighting for budget to solve enterprise-wide capability gaps.

The only sustainable answer: build capability from within.

AI isn't taking your workforce. It's revealing it.

GENUINELY HUMAN

- Judgment & ethical reasoning
- Empathy & human connection
- Creativity & contextual insight
- Leadership & culture-building

LOW-VALUE TASKS

- Repetitive data processing
- Routine drafting & summarising
- Low-complexity decision-making
- Standard report generation

Augmented intelligence: human capability, made more powerful by AI fluency.

Three Shifts

Every Organisation Needs to Make

1 Event-based learning → Learning in the flow of work

2 Job-based talent → Skills-based talent

3 AI as a threat → AI as a learning partner



From Event-Based Learning to Learning in the Flow of Work

01

Micro-content at point of need

Short, targeted learning delivered where and when work happens — not in a separate LMS.

02

Communities of practice

Knowledge shared laterally across the organisation, reducing dependency on formal training.

03

AI-powered learning tools

Systems that surface the right information, resource, and guidance at the right moment in the workflow.

04

Stronger connective tissue

Formal learning doesn't disappear — the bridge between structured programmes and daily work becomes far stronger.



From Job-Based Talent to Skills-Based Talent



Rigid job boxes



Living talent marketplace



Skills invisible to the org



Skills visible & searchable



Limited internal mobility



Dynamic internal mobility



People defined by their title



People seen for what they can do



From AI as a Threat to AI as a Learning Partner

AI literacy is not just for your tech teams.

It is a baseline capability for every person in your organisation.

Understand

What AI can and cannot do

Evaluate

Critically assess AI outputs

Apply

Use AI responsibly in context

The equity dimension:

If we build AI fluency only in the most senior and most technical, we accelerate inequality inside our own organisations. Democratise it — broadly, inclusively, and now.

HUMAN SKILLS THAT POWER THE AI WORLD



Learnovation 2026 theme — and what it means in practice.

 Design learning, talent & technology investments with the human experience at the core

 Involve employees in the change — don't do it to them

 Create psychological safety around learning, failing, and adapting

 Refuse to accept that progress must come at the cost of inclusion

CLOSE

We are at the inflection point.

2026: the moment that will define the next decade of work.

The companies that combine AI power with genuinely capable, continuously developing humans will be in a different league entirely.

The bet worth making is on your people.

Not instead of AI, **Alongside AI.**

The future of work
isn't human or machine.

It's human and machine,
working better together
than either could alone.

Thank you.



*The most powerful
investment you can
make right now:*

Your people.

Panel Discussion

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Kathryn Kearney

Founder, Evergreen EdTech Consulting

kathryn@evergreentedtech.com

evergreentedtechconsulting.com | linkedin.com/in/kathrynkearney

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