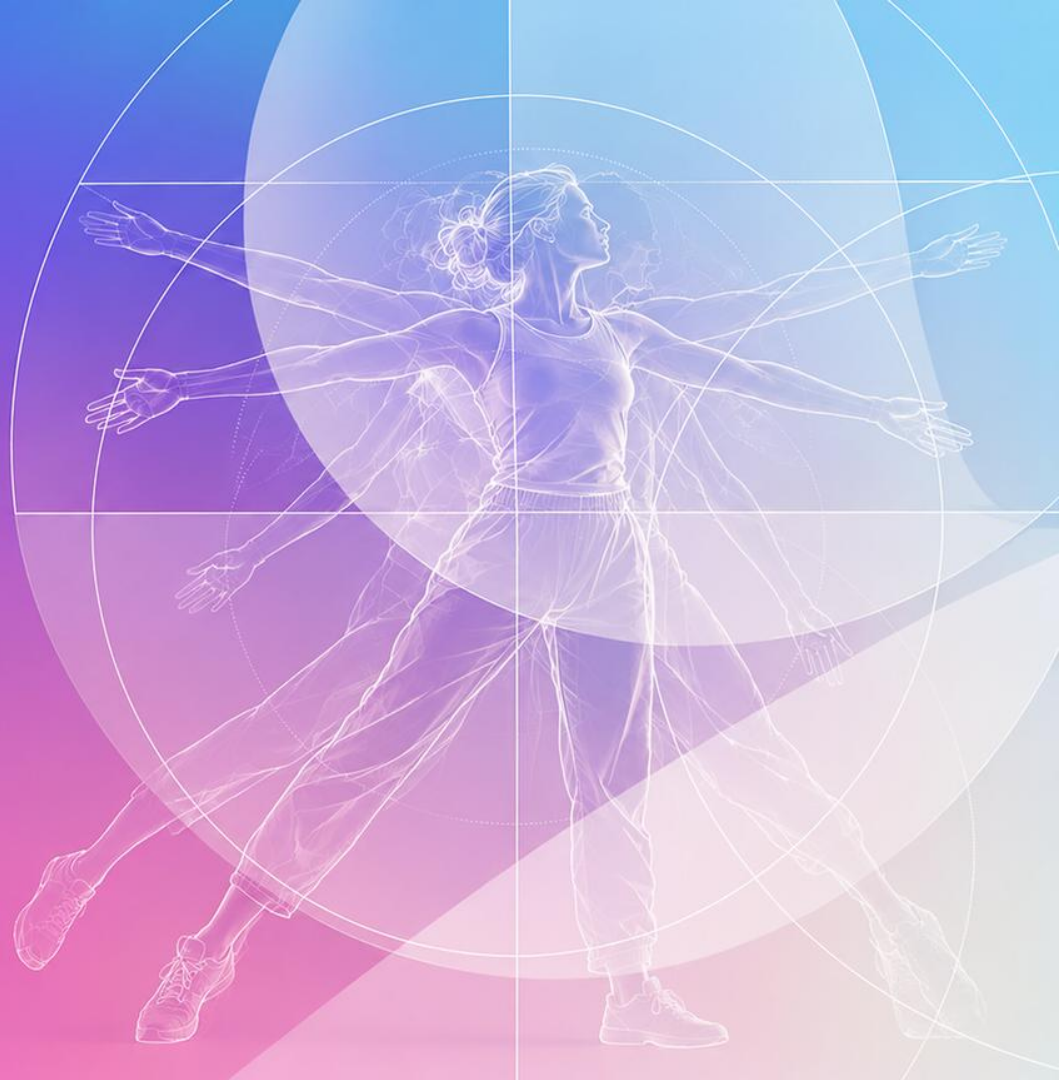
Expanding our human capacity

in a changing world of work

Claire Doody
Oct 2026





Idiot-proofing the work 👀

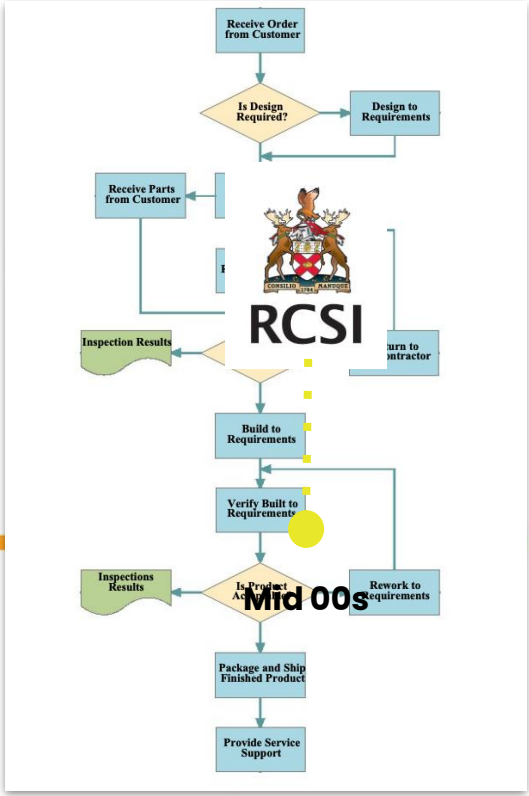


Lessons from the past

1990s

Early 00s

Mid 00s



The work determines which muscles we build.

AI in L&D

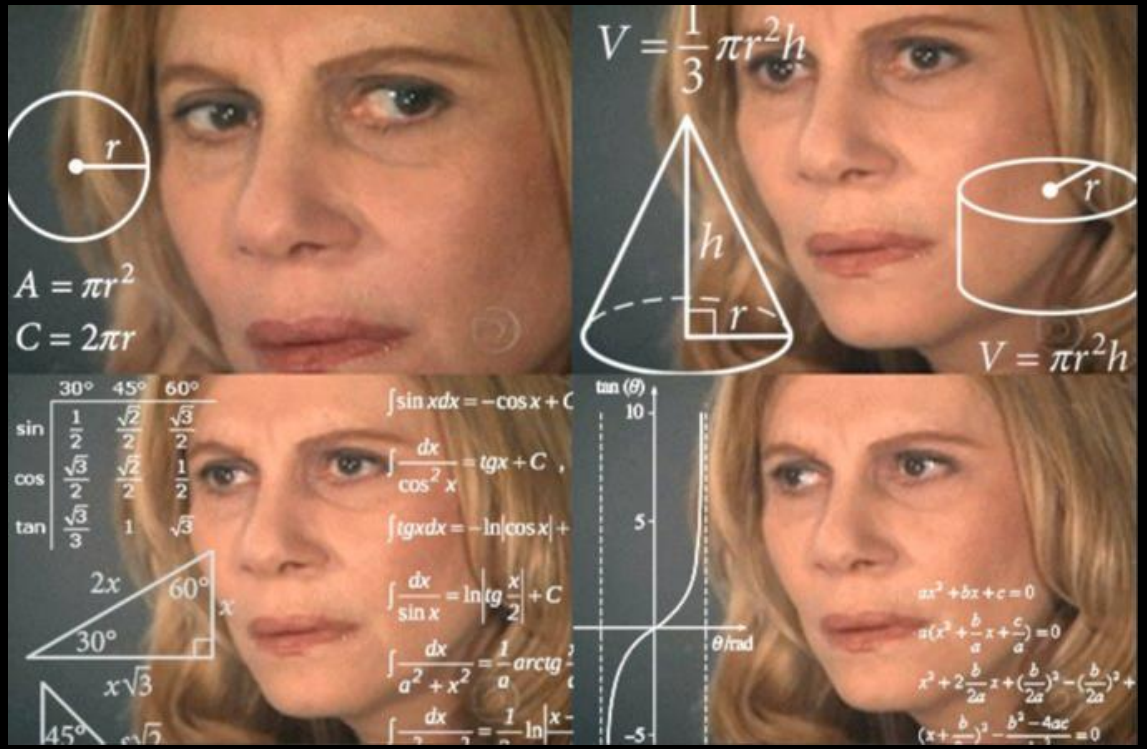
The race for impact

Donald H. Taylor
Eglė Vinauskaitė

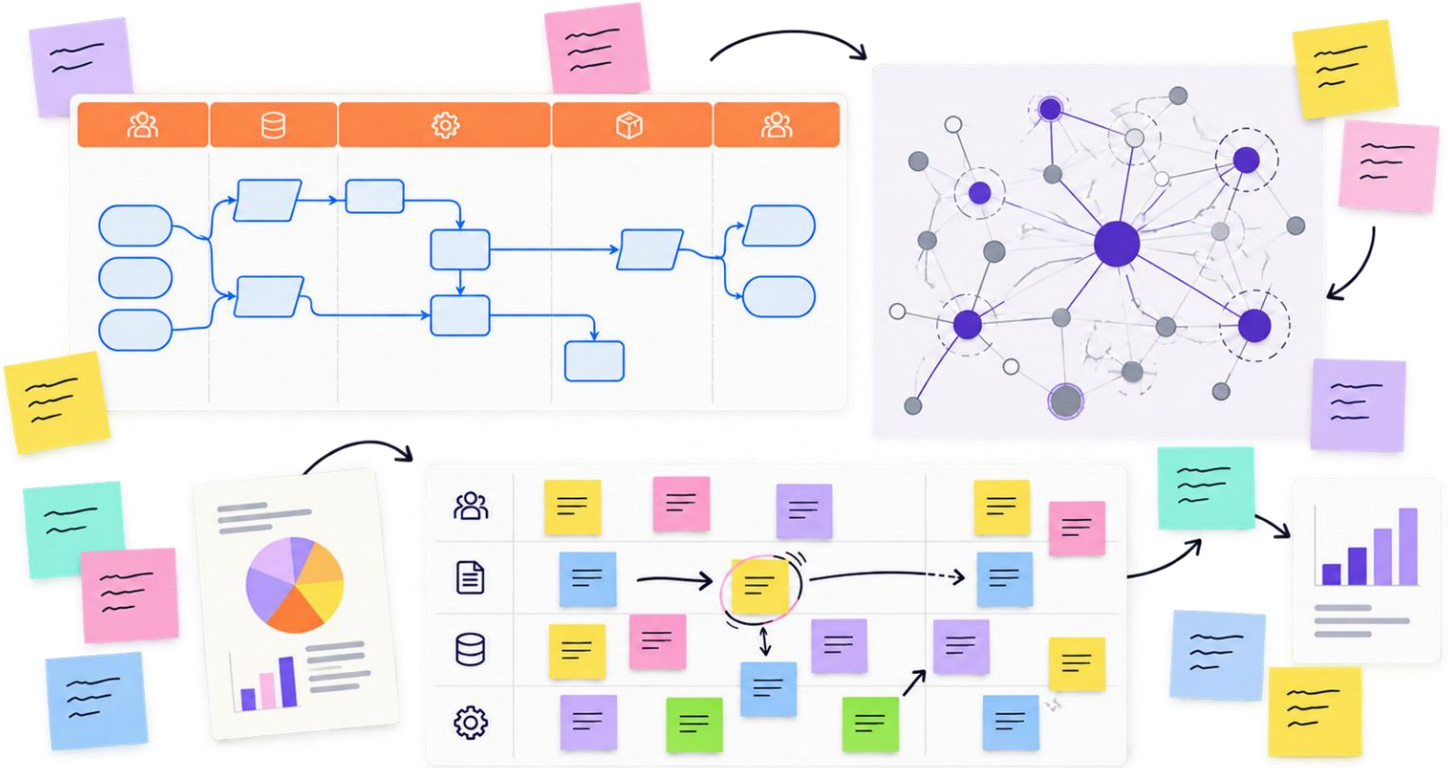


Workflow redesign has the greatest effect on whether organisations see EBIT impact from generative AI.

McKinsey, State of AI, 2025 Report


r
$A = \pi r^2$
$C = 2\pi r$
$V = \frac{1}{3}\pi r^2 h$
h
r
r
$V = \pi r^2 h$
30° 45° 60°
sin $\frac{1}{2}$ $\frac{\sqrt{2}}{2}$ $\frac{\sqrt{3}}{2}$
cos $\frac{\sqrt{3}}{2}$ $\frac{\sqrt{2}}{2}$ $\frac{1}{2}$
tan $\frac{\sqrt{3}}{3}$ 1 $\sqrt{3}$
2x
60°
x
30°
$x\sqrt{3}$
45°
$\int \sin x dx = -\cos x + C$
$\int \frac{dx}{\cos^2 x} = tgx + C$
$\int tgx dx = -\ln|\cos x| +$
$\int \frac{dx}{\sin x} = \ln\left|tg\frac{x}{2}\right| + C$
$\int \frac{dx}{a^2 + x^2} = \frac{1}{a} arctg$
$\int \frac{dx}{} = \frac{1}{} \ln\left|x -\right.$
tan (θ)
10
5
θ/rad
-5
$ax^2 + bx + c = 0$
$a(x^2 + \frac{b}{a}x + \frac{c}{a}) = 0$
$x^2 + 2\frac{b}{2a}x + (\frac{b}{2a})^2 - (\frac{b}{2a})^2 +$
$(x + \frac{b}{}) - \frac{b^2 - 4ac}{} = 0$

Architecture of work



Expanding our Human Capacity



Perceptiveness



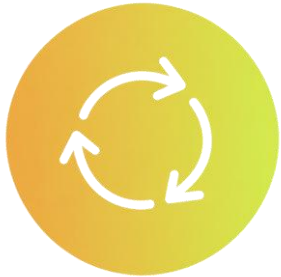
Openness



Agency



Discernment



Adaptability


CALIFORNIA ZEPHYR

Expanding our Human Capacity



Perceptiveness



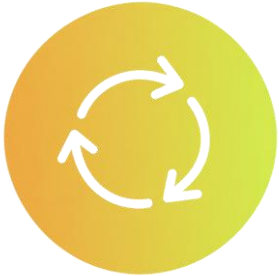
Openness



Agency



Discernment



Adaptability

People with a higher need for closure were less creative and less persistent on creative tasks.

Sankaran et al. (2017), Personality and Individual Differences

Expanding our Human Capacity



Perceptiveness



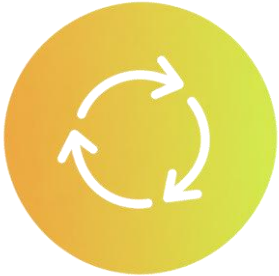
Openness



Agency



Discernment



Adaptability

The tension between connection & agency

CONNECTION

100



Curious and open to hearing others' points of view.

75



Make decisions in collaboration with others.

AGENCY

50



Speak openly about their own perspectives.

25

Feel confident in their own judgement when making decisions with others.

Aggregate scores, ~300 participants

Expanding our Human Capacity



Perceptiveness



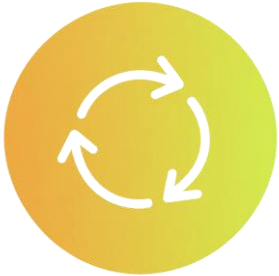
Openness



Agency



Discernment



Adaptability

In gaining **efficiency**, we lose the development of **human expertise**.

Expanding our Human Capacity



Perceptiveness



Openness



Agency



Discernment



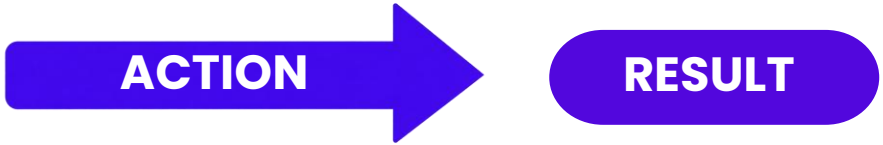
Adaptability



#WarOnMeetings

Action informs what we do next

EXECUTION MODE



ADAPTABILITY MODE



Which one of these resonates most with you?



Perceptiveness



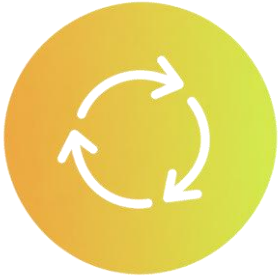
Openness



Agency



Discernment



Adaptability

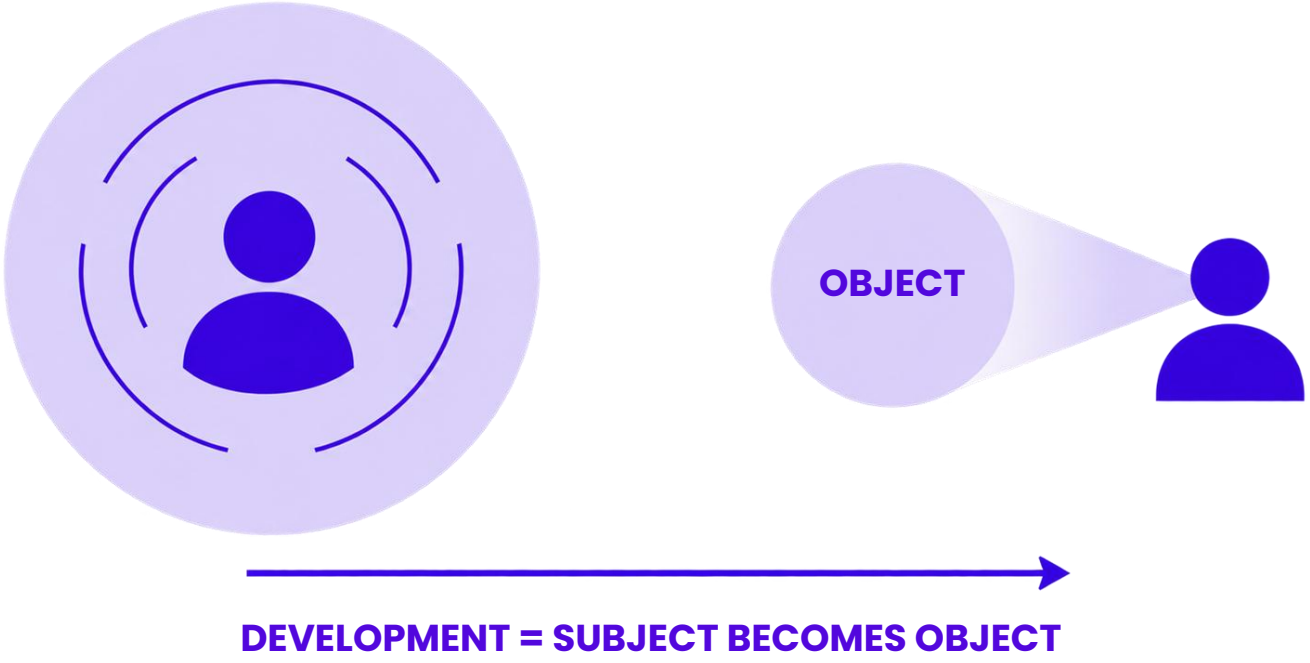
Kegan's subject-object theory

SUBJECT

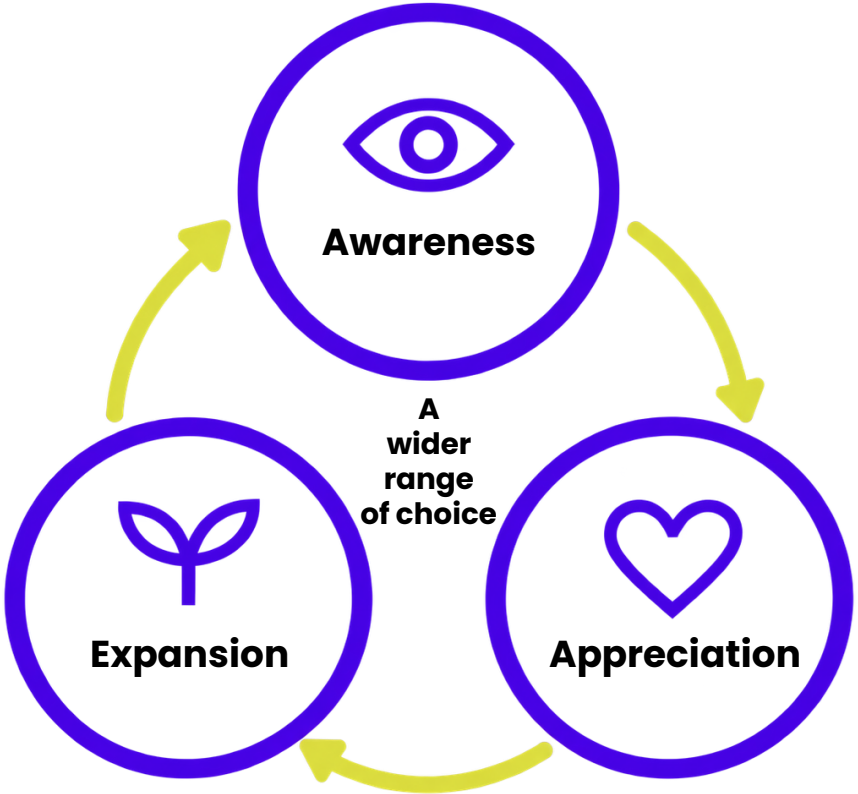
I AM CAUGHT UP IN IT

OBJECT

I CAN SEE IT



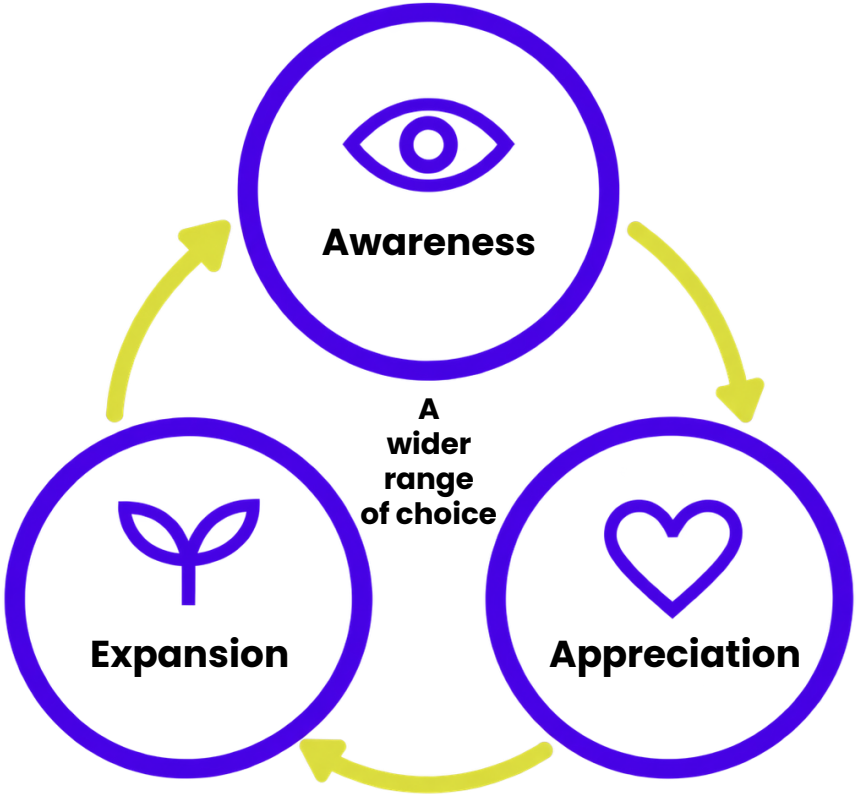
Developing human capacity



?

What's your habitual response when you walk by someone you don't know?

Developing human capacity



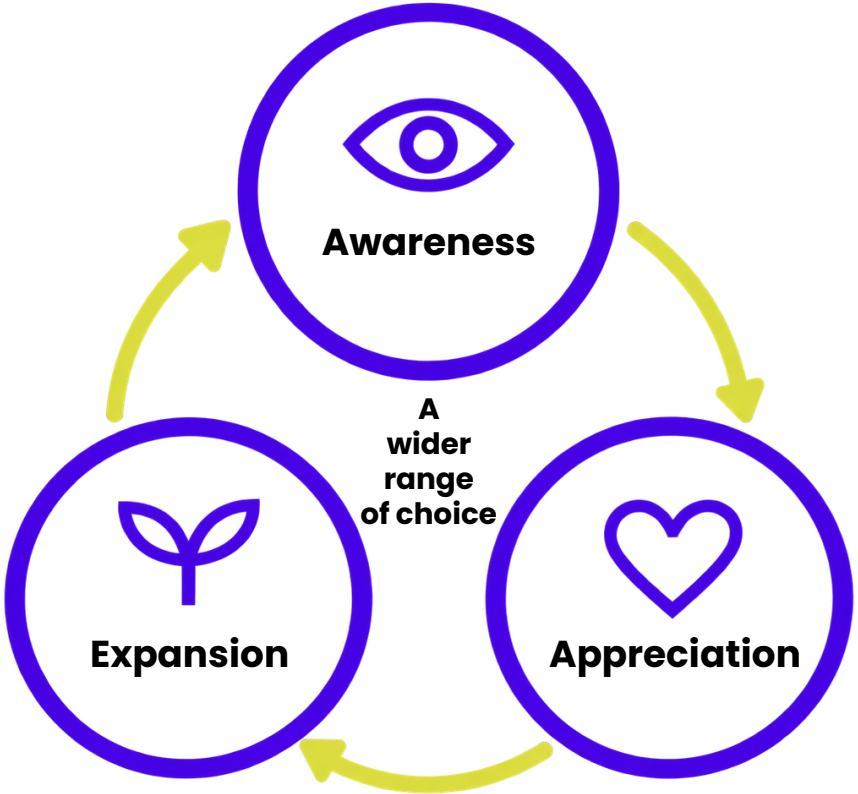


How does your habitual response serve you?



In what ways might your habitual response limit you?

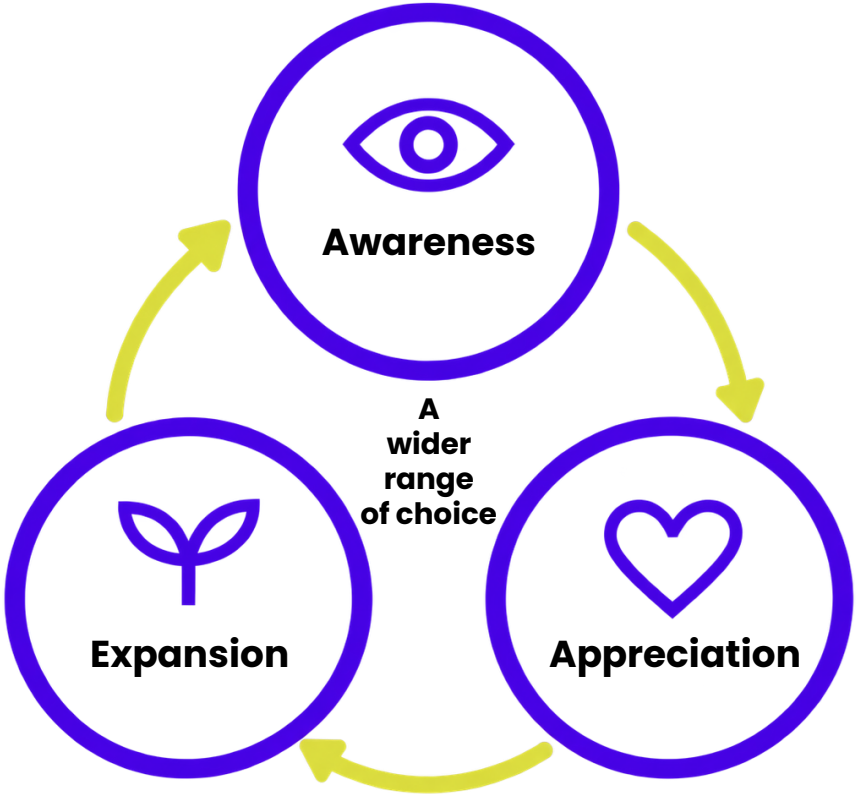
Developing human capacity



?

What one small practice might you try next time you walk by someone you don't know?

Developing human capacity



How do you respond when …



Perceptiveness

You encounter a problem?



Openness

You don’t know the answer?



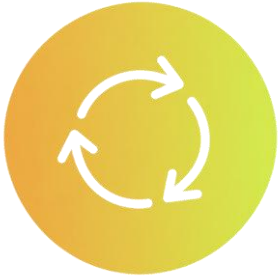
Agency

Everyone is aligned and you disagree?



Discernment

You face competing considerations?



Adaptability

Something disrupts your plans?

What would I do?

1

Define the human capacities that matter

2

Redesign real workflows

3

Create the right conditions

What's **possible** and what's **worth pursuing**?

Thank You

claire@workinmotion.io

https://www.linkedin.com/in/clairedoody

www.workinmotion.io

WORK IN MOTION