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Welcome & Opening



Siobhan Savage
CEO & Co-Founder



Brian Hackett
Founder of
The Learning Forum



Mike Pell
Director of the
Microsoft Garage



Agenda & Roster

Your guide to what's happening and who's leading it.

- See the full flow — sessions, breaks, and who's speaking when.
- Explore your cohort and see where everyone works.
- Click names to connect instantly on LinkedIn.

Meet Your Cohort
The Work Design Collaborative

LinkedIn Learning Forum | Google

Alessandra Gailey Director, Organization Effectiveness Trane Technologies	Allison Horn Managing Director, Head of Talent Transformation JP Morgan Chase
Anna Arcella Skills Transformation Lead, CVP New York Life Insurance Company	Bennett Price Global Head of Talent Colgate-Palmolive
Brianna Pierce VP HRBP HubSpot	Brienne Tinder VP, Strategic Talent Programs Skills of the Future and Performance Management TIAA
Catherine Kevelt Global Head of Enterprise Learning & Development MetLife, Inc.	Chris Ernst SVP Talent, Chief Learning Officer Workday
Christian Shea Global Head of Growth and Functional Learning Visa	Christian Fernandez Global Leader, Strategic Workforce Planning Organizational Design Mars
Corey Bucher Workforce Strategy Director Beebe Healthcare	Deborah Torosian SVP, Chief Talent Officer SAIC
Dion Hwang-Lee VP, Global Head of People Solutions Pacific Life	Effie Gikas Sr. Director of Talent Enablement, AI and Human Resources Cigna

Scan me!

Agenda

First Half

9.30 - 10.00
Arrival and Light Breakfast

10.05 - 10.15
Welcome and Opening

10.15 - 11.00
The AND Model: Transformation Through AI—and Us with Douglas Rushkoff & Chris Perry

11.00 - 12.00
Global Trends: The Frontier Firm with Yelena Mammadova and Dickie Steele

12.00 - 1.00
Lunch

Second Half

1.00 - 2.00
Johnson & Johnson Transformation Story with Jennifer Harper and Nuno Gonçalves

2.00 - 3.30
Work Reinvention Studio with Siobhan Savage and Mike Reed

3.30 - 4.00
Member Playback with Brian Hackett and Meighan Hackett

4.00 - 4:05
Thank you & Closing



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The AND Model: Human and AI



Douglas Rushkoff
Scholar in Residence



Chris Perry
Founder, CEO



Global Trends: The Frontier Films



Yelena Mammadova

Director, AI Transformation
Strategy | Workforce & Work
Intelligence Products



Richard Steele
Partner

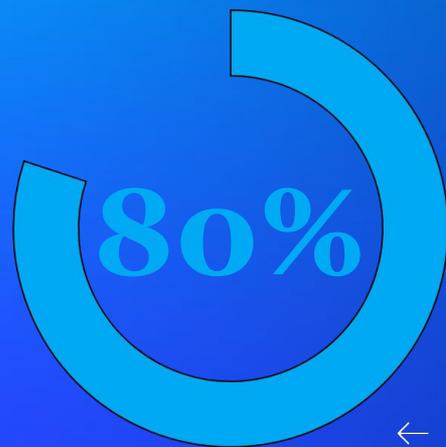
McKinsey
& Company

2026: Towards the Agentic Organization

January 2026

AI is at an inflection point

The “AI Paradox”



of companies **have meaningfully deployed AI**

← **but** →



of companies still report **no material contribution to EBIT**

The root cause of the “AI paradox”

	High maturity				
	A1	A2	A3	A4	A5
	Off-the-shelf GenAI tools deployed	GenAI augmenting existing workflows	Agents used to automate tasks	Agents used in redesigned processes	Whole functions reimaged with agents at scale
Description	General AI tools with no customization; focus on experimentation	AI built into workflows for specific roles and tasks	Agents handle routine tasks; some workflow redesign	Multiple agents in redesigned processes	Agents perform core work autonomously with humans “in the loop”
Impact per workflow (time savings)	5%	15%	30%	60%	80%
Adoption (% workflows)	100%	~95%	~80%	~65%	~55%
Estimated impact (time savings)	~5%	10–15%	20–25%	30–40%	~45%

The scale of change to realize value is daunting

If 60% processes are redesigned...

... 80% of jobs affected by 30% or more

... 10,000's of agents working 24/7

... managers assessing performance of blended teams

... “agent cloud shoring” is the new labor offshoring

... new technology architecture and governance

... and, new business models for discovery

Bold moves for 2026

- 1 Leadership:** Running intense AI, governance and change boot camps
- 2 Technology:** A new architecture and redesigned SDLC/PDLC
- 3 Agent Factories:** Teams to build and deploy agents
- 4 Workflows:** SMEs and teams reimagining processes in key domains
- 5 Talent:** Remaking the workforce with new skills

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Johnson & Johnson Transformation Story



Jennifer Harper
Head of HR Digital
Products



Nuno Gonçalves
Head of Workforce
Strategy



Work Reinvention Studio



Siobhan Savage
CEO & Co-Founder



Mike Reed
CPO & Co-Founder



The
WORK
REINVENTION
Studio



Reejig Work OS Builder

Why this moment **matters**

AI is already reshaping how work gets done across organisations.

Most organisations are stuck at insight and are not translating it into action.

Waiting feels safe, but waiting is still a decision with consequences.

If HR does not lead how work is reinvented, others will do it without a people lens.

HR understands work, risk, and people better than any other function.

That is why HR must go first.

HR is Customer Zero.



How work continuously improves

The ReeJig Process

5. Measure and prove AI impact

6. Update the Work Architecture

7. Act on people impact

8. Repeat and compound



1. Make work visible

2. Prioritize top tasks

3. Commit with leadership

4. Create AI Workflows with Agents

This is not a project. This is how work evolves.



Where We Focus AI Reinvention

AI reinvention is deliberately focused on four areas of work.



Amplify revenue driving work

Tasks that help the business make more money



Remove low value work

Tasks that consume time and cost without creating value



Remove no joy work

Tasks people do not want to do and should not have to do



Protect the business

Tasks that reduce risk and must be handled with care under compliance, risk, and governance requirements



How We Define Impact



Work Visibility

% of work visible at task and subtask level



Employees Impacted

People whose work has changed



Time to Action

Time from insight to live AI workflow



Hours Unlocked

Hours removed or redeployed



AI Workflows Live

Number of AI workflows in production



Value Created

Economic value of time saved

Capacity Unlocked



Net capacity freed for higher value work



AI Workflows

The AI workflows HR must choose from

1. HR Policy AMA

This workflow removes the constant stream of repetitive HR questions by providing clear, policy aligned answers that free HR capacity and improve trust.

Clarity and focus

2. Offer Package Sense Check

This workflow prevents costly delays and mistakes by giving recruiters fast, consistent access to the correct salary band for new roles.

Direction and alignment

3. Manager Guidance Co Pilot

This workflow frees HR Business Partners from repeatedly drafting manager advice while improving consistency and reducing risk.

Execution

The Best AI workflow will Win!!!

Let's Build



From Debate to Build

Immediate next steps

Step 1: Debate + agree on a workflow

Debate each AI workflow using four criteria:

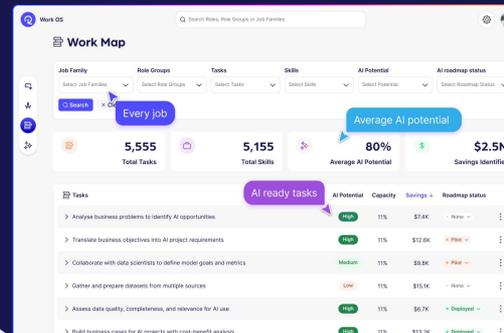
1. Does this help us make more money?
2. Is this replacing low value work?
3. Does this remove no joy tasks?
4. Is this low risk and safe to trust?

Agree at each table on **one workflow HR should build first**

Step 2: Present back + build

- Each table will present back which workflow you chose and why, **using the four criteria**.
- We will take a final vote as a room and **commit to one workflow**.
- We will build the chosen workflow live using Copilot.
- You will help decide where the workflow answers, where humans step in, and what good looks like.

*This is how HR moves from **insight to action** and turns **leaders into builders**.*





Thank you

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Member Playback



Meighan Hackett
Co-Founder



Brian Hackett
Founder of
The Learning Forum



Member Playback

Across the **Work Design Collaborative** sessions you've participated in, what insight most reshaped your thinking about work, talent, or AI?

WDC #1

Making work visible

Understanding work at the task and flow level

Salesforce - May 2025

WDC #2

Why traditional job architectures are failing

What breaks when work outpaces static roles

AWS - July 2025

WDC #3

Building the AI-powered Workforce

Where humans and AI operate as teammates, not tools

Google - Nov 2025

WDC #4

Designing the Enterprise for AI Transformation

The human–digital operating models to scale AI responsibly in the enterprise

Microsoft - Jan 2026

Shaping 2026 Priorities

In your small group, share and discuss:

- **One clear 2026 priority**
 - What is the single most important workforce or work-design priority you are carrying into 2026?
- **One human–AI acceleration investment**
 - If you could only invest in ONE lever to accelerate human–AI collaboration by 2028, where would you place your bet?
- **One executive-level conversation you will initiate within 30 days**
 - What decision, alignment, or permission are you seeking



Large Group Discussion

As a result of our Work Design Collaborative session(s), one strategic priority I'm carrying into 2026 is...

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