Welcome to the

# The Work Design Collaborative

THE LEARNING FORUM | Google

November 05, 2025

# Welcome & Opening

**Siobhan Savage**
CEO & Co-Founder

Reejig

**Brian Hackett**
Founder of
The Learning Forum

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The Work Design
**Collaborative**

Google

# 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**

| | |
|---|---|
| **Alessandra Gailey** Director, Organization Effectiveness Trane Technologies | **Allison Horn** Managing Director, Head of Talent Transformation JPMorganChase |
| **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 Progr Skills of the Future and Performance Managemen TIAA |
| **Catherine Kevett** 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 Fernan** Global Leader, St Workforce Plannin Organizational De Mars |
| **Corey Bucher** Workforce Strategy Director Beebe Healthcare | **Deborah Torosia** SVP, Chief Talent SAIC |
| **Dion Houng-Lee** VP, Global Head of People Solutions Pacific Life | **Effie Gikas** Sr. Director of Ta Enablement, AI a Human Resource Cigna |

**Scan me!**



## The Work Design Collaborative

# Agenda

## First Half

| | |
|---|---|
| 9.00 - 9.30 | **Arrival and Light Breakfast** |
| 9.30 - 10.00 | **Welcome and Opening** |
| 10.00 - 10.30 | **Google Workshop:** Landscape of AI and HR Use Cases with Brad Kemp |
| 10.30 - 11.00 | **Break** |
| 11.00 – 12.00 | **Fireside Chat with Medtronic:** Reinventing with AI with Kunal Sethi and Nuno Gonçalves |
| 12.00 - 1.00 | **Lunch** |

## Second Half

| | |
|---|---|
| 1.00 – 1.45 | **People First, AI-Powered:** How We're Reimagining HR at Google with Kia Christian and Ya-Ting Leaf |
| 1.45 – 2:45 | **Workshop:** Architecting the Future of Talent with Chauncey Hill |
| 2.45 - 3.00 | **Break** |
| 3.00 – 4:00 | **Transformation Roundtables:** From Barriers to Breakthroughs with Siobhan Savage |
| 4.00 – 4.30 | **Member Playback with Google** |
| 4.30 – 6.00 | **Drinks & Networking** |

# The **Work** Re-Engineering Journey

A proven methodology to **Build an AI-Powered Workforce**

**STEP 7**
Pivot & Reskill

**STEP 1**
Make Work Visible at task level

**STEP 6**
Re-Engineer Work

**STEP 2**
Find Waste & Opportunity

**STEP 5**
Prove the Agent Impact

**STEP 3**
Re-engineer workflow with agents

**STEP 4**
Equip & amplify your people

# Your Toolkit for the

New World of Work

People have **Skills**

↓

**Jobs** have **Tasks**

↓

**Tasks** need **Skills**

↓

**AI Automates Tasks, Not Skills**

# Google Workshop:
# Landscape of AI and HR Use Cases

**Bradley Kemp**
Sr. Learning Designer:
Google School for Leaders

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# People First, AI-Powered:
## How We're Reimagining HR at Google

**Kia Christian**
Managing Director,
Enterprise Talent

**Ya-Ting Leaf**
Director, Career
Development Solutions

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The Work Re-Engineering Journey

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STEP 4
Equip & amplify your people

STEP 5
Prove the Agent Impact

STEP 6
Re-Engineer Work

STEP 7
Pivot & Reskill

# Where are you in the journey?

**Prompt #1 - 5 minutes**

🚀 **What stage is your organization at today and why?** Go around and share your choice with your table.

# Breakout Groups

**Group leaders please come to the front of the room!**

**1**

1. Alessandra Gailey
2. Chris Turner
3. Christian Lund
4. Jan Schwartz
5. Jamie Marchand
6. Jackie Czaplinski
7. Osama AlMasri
8. Susannah Williams
9. Urmi Majithia

**Alan Demo
Room: Cargo**

**2**

1. Tyler Price
2. Ya Ting Leaf
3. Chris Kujawa
4. Corey Bucher
5. Effie Gikas
6. Josh Tarr
7. Kati Clement
8. Kristin Carbone
9. Yelena Mammadova
10. Scott Harris

**Meighan Hackett
Room: Manifest**

**3**

1. Allison Horn
2. Chris Ernst
3. Deborah Torosian
4. Elif Baydar
5. Kia Christian
6. Elaine Mason
7. Stacey Dietsch
8. Stephanie Brannagan
9. Susan Youngblood
10. Bennett Price

**Brian Hackett
Room: Container**

**4**

1. Bennett Price
2. Chauncey Hill
3. Dion Houng-Lee
4. Kasey Davis
5. Kathy Chen
6. Kunal Sethi
7. Santosh Singh
8. Shaun Rozyn
9. Siobhan Savage
10. Esther Rattner

**Elaine Mason
Room: Stevedore**

**5**

1. Allison Carbone
2. Amy Cook
3. Brienne Tinder
4. Catherine Kevett
5. Christian Fernandez
6. Gretchen Pfeifer
7. Kate Jaiswal
8. Kae Bandoy
9. Lisa Lang
10. Osama Amalari

**Nuno Gonçalves
Room: Seacan**

# Why are you stuck?

## Prompt #2 - 5 minutes

🚀 **What stage is your organization at today and why?** Go around and share your choice with your table.

🚀 **Why is this stage hard to move from?** What's happening in your team, your role, or your org that keeps this step from progressing?

# Moving forward

**What stage is your organization at today and why?** Go around and share your choice with your table.

**Why is this stage hard to move from?** What's happening in your team, your role, or your org that keeps this step from progressing?

Pick the most common stage at your table. **Ideate a path forward using the next 1-2 steps of the journey.**

# Share back

🚀 **What stage is your organization at today and why?** Go around and share your choice with your table.

🚀 **Why is this stage hard to move from?** What's happening in your team, your role, or your org that keeps this step from progressing?

🚀 Pick the most common stage at your table. **Ideate a path forward using the next 1-2 steps of the journey.**

🚀 **Present back to the group:** The stage your table is at, why you're stuck, what you'd do next

# The **Work Re-Engineering Journey**

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**STEP 7**
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# TAKEAWAY
# 10-Role AI Analysis
**Using Reejig's proprietary Work Ontology® industry data**

> Identify where AI automation and augmentation can deliver the highest ROI.

> Reveal inefficiencies and savings by task.

> AI solution recommendations aligned to each task

https://resources.reejig.com/-10_role_ai_analysis-google

Get your analysis



Click to see all roles:
Technical Product Owner – Level 3

**Technical Product Owner – Level 3**

Grade: 3    Headcount: 200    Band: $150K

## Work Intelligence™

Your organization is now equipped with Work Intelligence™ — a live layer of data that quantifies opportunity across roles, tasks, and teams.

| Metric | What It Tells You |
|---|---|
| AI Potential Index (AIPI) | 33.41% of total work is ready for automation |
| Annual Salary Exposure | $10,022,700 across analyzed roles |
| Potential Savings | $3,800,000 unlocked by automating high-effort, high-potential tasks |
| Operational Efficiency Index (OEI) | 29% potential impact on overall operational efficiency |
| Velocity of Output (VOI) | 21% increase in delivery speed |
| Capacity Increase from Task Consolidation (CITC) | 10% efficiency gains from reducing task overlap and streamlining duplicated tasks |
| Time to Benefit Realization (TBR) | 6.1 months until Benefits visible after initial deployment |

**Tasks**

| Task | AI Potential | Effort | Savings |
|---|---|---|---|
| Define, prioritize, and maintain the product backlog to ensure alignment with business objectives and technical requirements. | 40% | 12.33% | $1.5M |

**Task Action**

**Out-of-the-Box**

| Microsoft Copilot for Excel | • Prompt: please analyze this backlog dataset and suggest prioritization based on business impact, technical dependencies, and usage data. |
| Microsoft Copilot for Word | • Prompt: draft and edit backlog descriptions and priority rationale to ensure clarity and alignment with business goals. |
| Microsoft Copilot for Teams | • Prompt: summarize backlog review meetings and extract prioritized user stories with associated action items. |

**Configured Workflow**

| iPlanner Pro for Teams | • Facilitates backlog management and prioritization. |
| Microsoft Copilot for Power Automate | • Automate updates to backlog items by triggering workflow actions that adjust priorities based on AI |
| Backlog | • Enables task creation and prioritization directly in Teams. |

**Copilot Agent**

| | • Create a guided dialog that collects high-level product goals, current backlog entries, and business priorities for refinement. |
| | • Integrate with project management data sources such as Excel spreadsheets, SharePoint backlog or Jira for backlog items retrieval. |
| | • Apply AI-driven prioritization algorithms and predictive analytics to rank backlog items by business impact, dependencies, and usage data, then suggest backlog reordering. |

**Skills**

Backlog Management    Product Lifecycle Knowledge    Requirements Analysis    Stakeholder Communication    Decision Making    Collaboration    Agile Methodologies

Technical Understanding

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