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Deep Dive & Meetup Recap: The Death of the Job Architecture

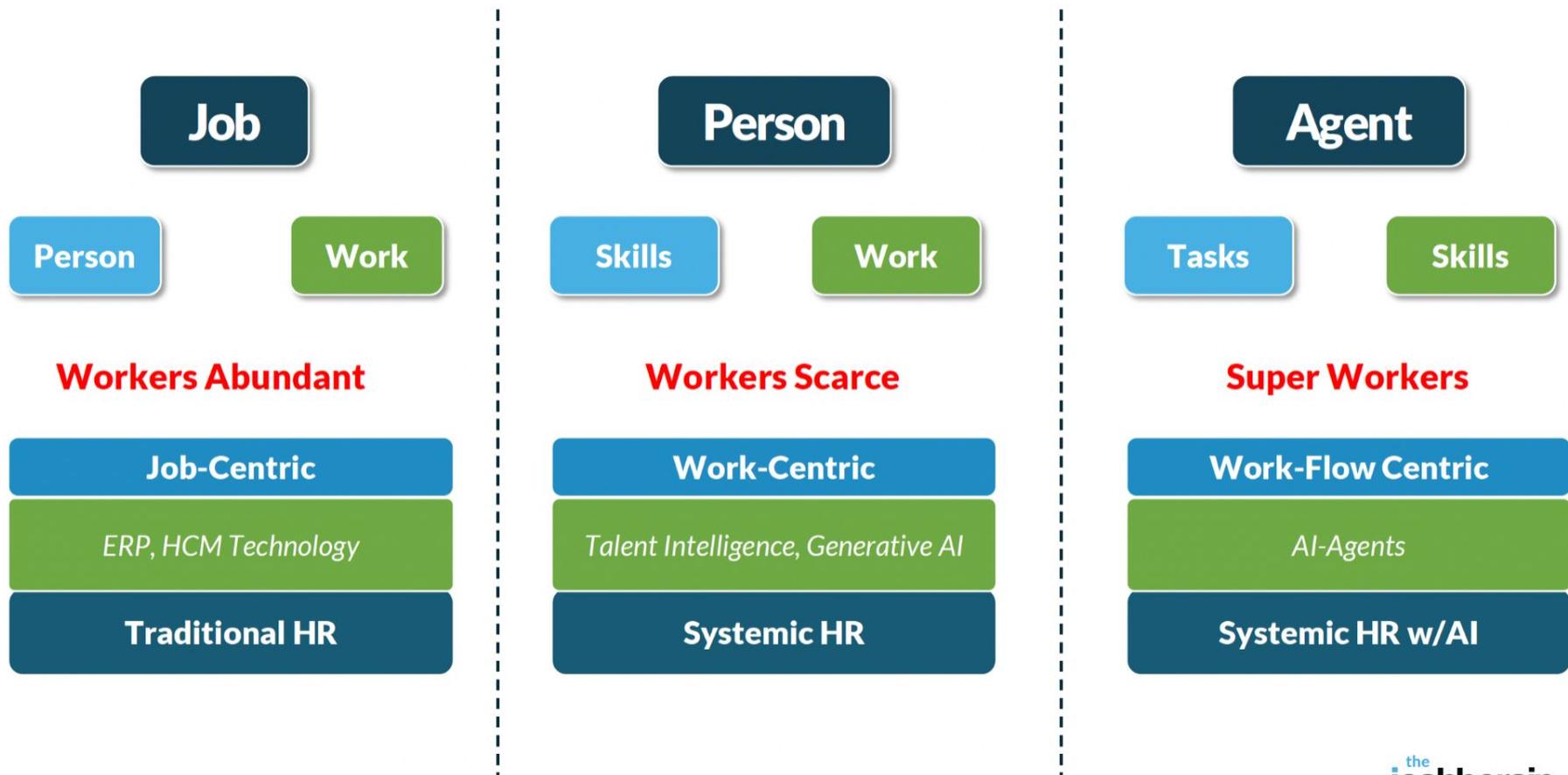


Siobhan Savage
CEO & Co-Founder





The Death of the Job Architecture





Your Toolkit for the

New World of Work

People have **Skills**



Jobs have **Tasks**



Tasks need **Skills**



AI Automates Tasks, Not Skills



Why this can't wait?

Even before AI, job architectures were already behind.
Now, we need to **completely rethink how we define work** — **and fast.**

This isn't next year's problem.
AI is already reshaping the workforce.

Every day we delay:



HR and the business
drift further apart



We build people
strategies for a
world that no longer
exists



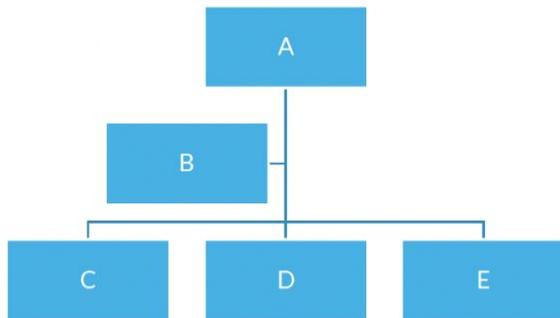
We rely on outdated
spreadsheets with
no visibility into real
work



We hire, train, and plan
for jobs that have
already changed — or
don't exist anymore

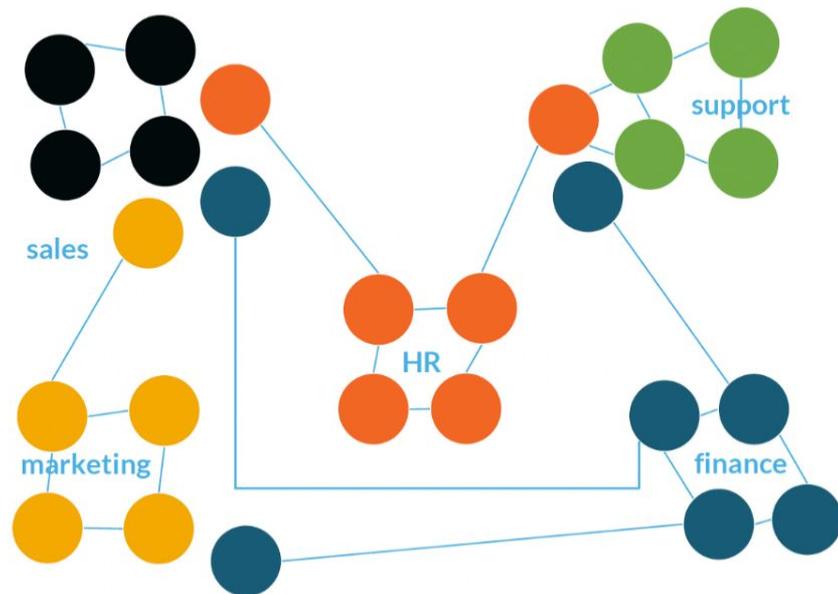
If we don't evolve now, we'll fall behind — not from lack of effort,
but from working off a structure that can't keep up.

Hierarchy by Function or Geography



Often 30-50 “job levels”

Flattened to Teams, Projects, & Agents



Moving to 6-15 or fewer “levels”

Of 1,000+ organizations studied, only **9%** use flexible HR org structures, **11%**, leverage self-directed HR teams, **12%** align teams around problems



The New Work Architecture

The Critical Infrastructure for an AI-Powered Workforce

Component (What it Needs)	Why It Matters
 Role, Role Group, Role Hierarchy & Standardization	Creates a consistent foundation across the org; supports clarity, equity, and global alignment
 Tasks & Subtasks	Brings visibility to actual work; enables AI vs human mapping, automation, and operational design
 Outcomes & Responsibilities	Clarifies what success looks like; connects roles to business impact and performance expectations
 Skills Needed for Tasks	Drives accurate hiring, learning, and mobility; links skills directly to value-creating work
 Compensation & Reward Bands	Aligns pay to real contribution; ensures fairness across evolving, AI-augmented roles
 Career Paths & Pivot Pathways	Powers mobility across roles and functions; helps people transition as work evolves

Work Architecture Powers



Work Architecture

Work Ontology



AI Strategy & Implementation



Reskilling & Learning



Hiring & Internal Mobility



Resource Allocation



Organizational Agility



The **Cost** of Doing Nothing

You can't lead a next-generation workforce with last-generation infrastructure.

You don't know **what work is actually happening** in your company

You're speaking a **different language** than the business, so HR strategy lacks credibility and alignment

AI automates tasks, not skills—without task-level visibility, your AI strategy fails before it starts

You hire and promote based on **outdated roles** that no longer reflect **how value is created**

You **can't see the work**, so you can't **automate, reallocate, or scale** effectively

You don't know which **skills are becoming obsolete** or what learning is actually needed

We need a new architecture for the AI-powered workforce.

Member Insights: The Challenges, Approaches, and Learnings



Julie Stone
Group VP and Chief
Learning Officer



Mary Glowacka
Global Head of Learning &
Leadership Development



Nuno Goncalves
Head of Workforce Strategy



Breakout Discussion: Making the Shift From Job Titles to the Actual Work Being Done



You'll be auto-assigned to a breakout room for **30 minutes**

Your group facilitator will help guide the conversation



Share what you can — the conversation grows with you and your insight could spark something!

We'll regroup in the main event space + **facilitators will share back key themes and takeaways** from each room.

Up Next for WDC



Tuesday, Nov 5th
In-Person Meetup #3 @ Google



Tuesday, Dec 3rd
Virtual Session #3 @ 1pm ET



Wednesday, Jan 14th
In-Person Meetup #4 in NYC



Thursday, Feb 4th
Virtual Session #4 @ 1pm ET

You will have received new calendar invites and an email summarizing all of these changes. **Please reach out to Meighan if you are missing any of these!** 

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Agenda + Speakers

Welcome!



Brian Hackett
Founder of The Learning Forum

Death of the Job Architecture



Siobhan Savage
CEO and Co-Founder of Reejig

Member Spotlight



Julie Stone
Group VP and Chief Learning Officer @ TTEC



Nuno Goncalves
Head of Workforce Strategy @ Reejig

Breakout Discussion

Making the Shift
From Job Titles to the Actual Work Being Done

Group Share Back + Wrap Up



Group Facilitators
Nuno Goncalves, Brian Hackett, Siobhan Savage and Megan Jackson