

# The future of work

Integrating AI, Productivity, and Sustainable Practices



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25+ years in Industry – Products, Consulting and Start-ups  
30+ Transformations Across Industries and Continents

## Global Awards 2024/25

Business Consultancy of the Year



*Most Empowering Business Consultancy 2025*



*Most Innovative Business Transformation Consultancy 2024*



*Most Empowering Business Consultancy 2024*



<https://massivue.com/>



<https://xceleratepro.ai/>



<https://sustainagile.org/>



<https://protum.ai/>

## Our Agenda:

1. Understanding the forces shaping work.
2. AI's Transformative Impact.
3. Sustainability: Beyond compliance.
4. The powerful synergy of all three.
5. Introducing SustainAgility.
6. Developing the future workforce.
7. Ethical considerations & real-world impact.

**This is an Interactive Session:** Your insights and questions are crucial! Let's make this a dynamic discussion.

# Understanding the forces shaping work

Technology, global shifts, and societal values are reshaping how we work.

Digitalization & Automation

Remote & Hybrid Models

Demand for Purpose-Driven Work

The Green Transition



**What's the single biggest change you've observed in your workplace in the last 2 years? (e.g., AI adoption, hybrid work, focus on sustainability)**

# AI's Transformative Impact

## Economic Impact

- Global AI market projected to exceed **\$1.8 trillion by 2025**
- Generative AI could add **\$2.6 to \$4.4 trillion** annually to the global economy
- Goldman Sachs estimates potential **7% GDP increase** (\$7 trillion) over 10 years

## Sustainability Contributions

- Enhances renewable energy efficiency by **10-15%**
- Optimizes energy consumption (Google reduced costs by **40%**)
- Enables disaster preparedness, saving lives and preventing damages

Eliminating Waste by simplifying Process – **30-40%**

## Productivity Benefits

- **80%** of staff report productivity improvements with AI tools
- AI reduces project duration by up to **30%**
- Saves **20%** on average costs and reduces error rates by up to **50%**

## Strategic Challenges

- **60%** of employees fear job automation
- **61%** express distrust in AI technology
- Technical challenges: high energy consumption, data quality issues
- Need for robust ethical frameworks and human-centric approaches

# AI's Productivity Regime

**78%**

Companies using AI in operations

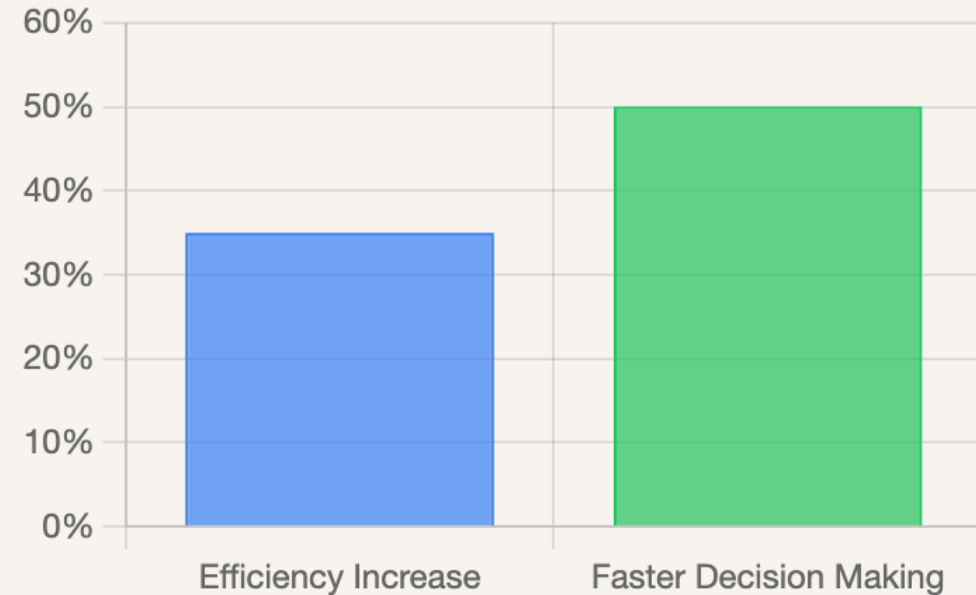
**80%**

Project leaders saying AI frees time for strategic tasks

**300B**

Work hours saved annually by 2030

AI-Driven Productivity Gains



# Sustainability: Beyond Compliance

## A Strategic Imperative

Integrating environmental and social considerations into core business is key to long-term value creation.

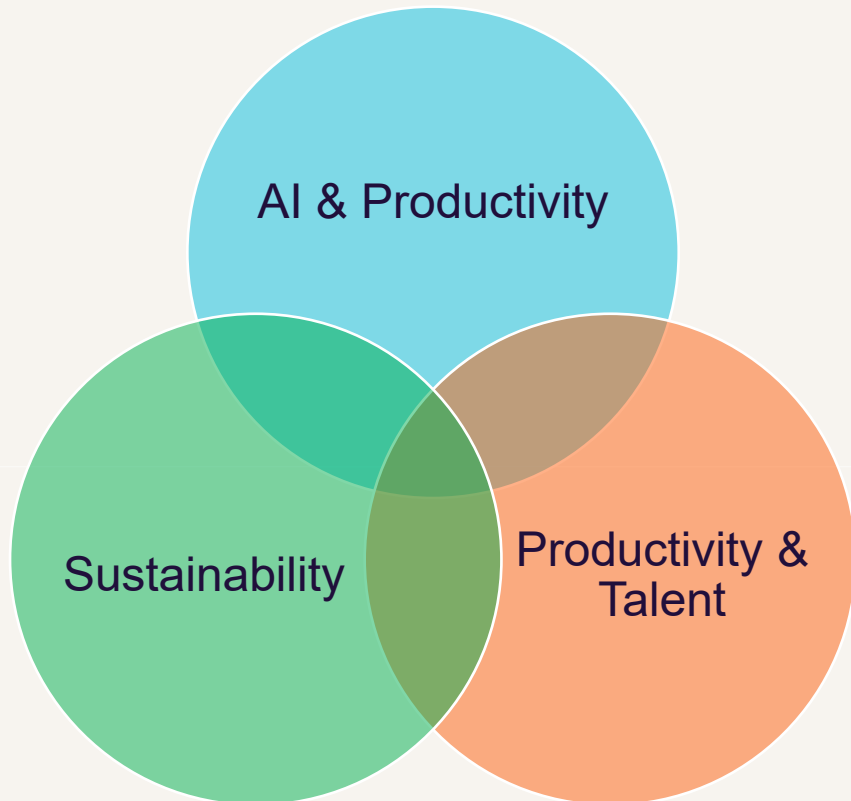
- ✓ **Resource Optimization:** Reducing waste in energy, water, and materials.
- ✓ **Circular Economy:** Designing products and systems for reuse and longevity.
- ✓ **Social Equity:** Fostering well-being and fairness for all stakeholders.

Benefits of Strong Sustainability Practices



# The Powerful Synergy

AI, productivity, and sustainability are not separate goals but interconnected parts of a virtuous cycle.



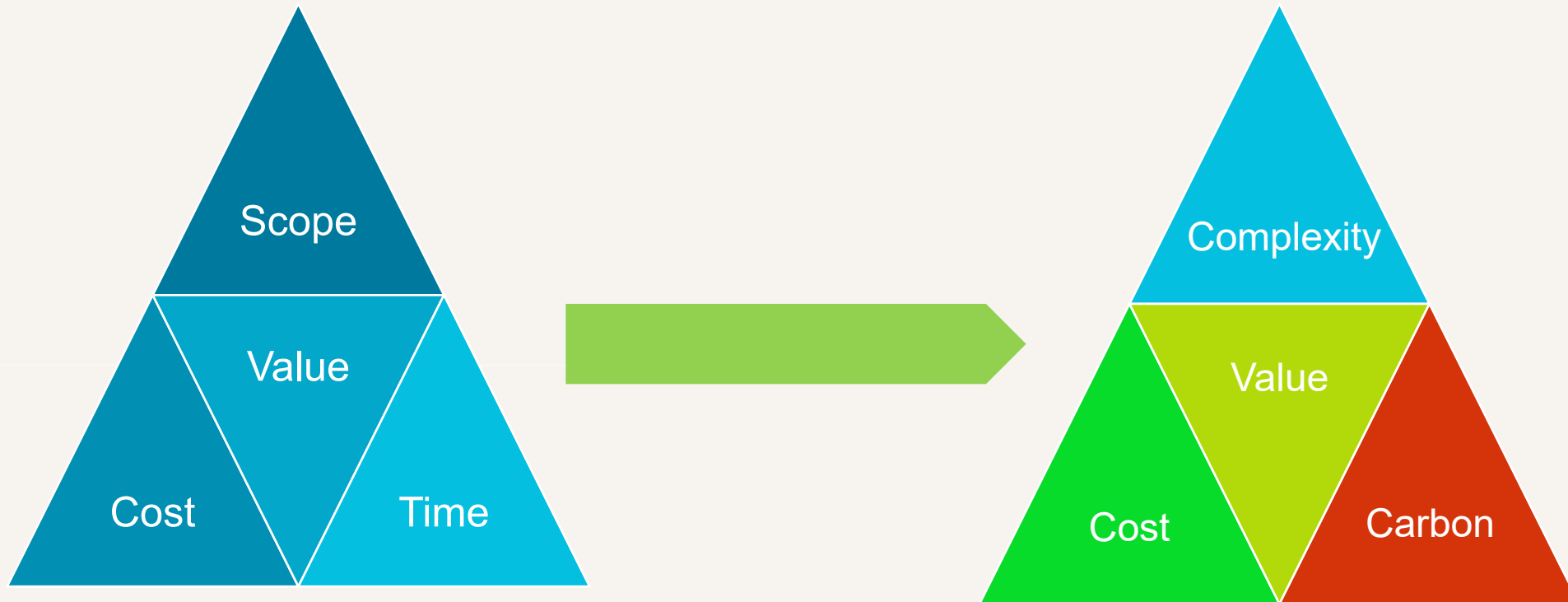
AI optimizes energy use, enables predictive maintenance to reduce waste, and creates smart logistics for lower emissions.

More efficient processes inherently reduce resource consumption, waste, and environmental footprint.

Strong sustainability practices attract and retain top talent, foster innovation, and reduce long-term operational and reputational risks.

# Change your lenses

Aligning about sustainability along with cost and complexity is critical for sustainable outcomes.



# Introducing the SustainAgility Framework





# Which Focus Area you will choose to start your SustainAgility implementation?

# Developing the Future Workforce

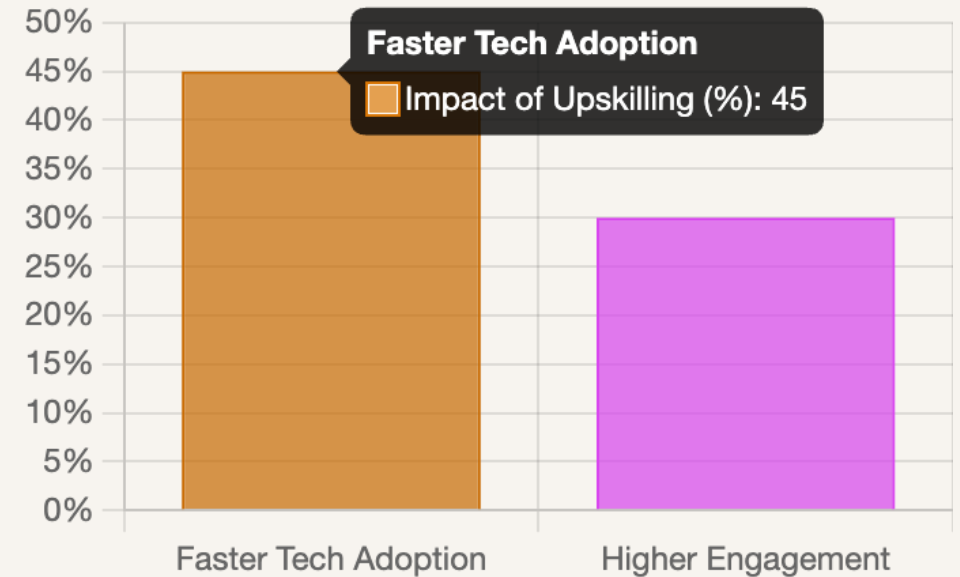
Technology and frameworks are only part of the equation. The ultimate success of this transformation depends on people.

## Skills for Tomorrow

Beyond technical expertise, uniquely human skills are paramount for navigating the future of work.

- ★ **Adaptability & Lifelong Learning**
- ★ **Critical Thinking & Problem Solving**
- ★ **AI Literacy & Collaboration**
- ★ **Ethical Awareness & Empathy**

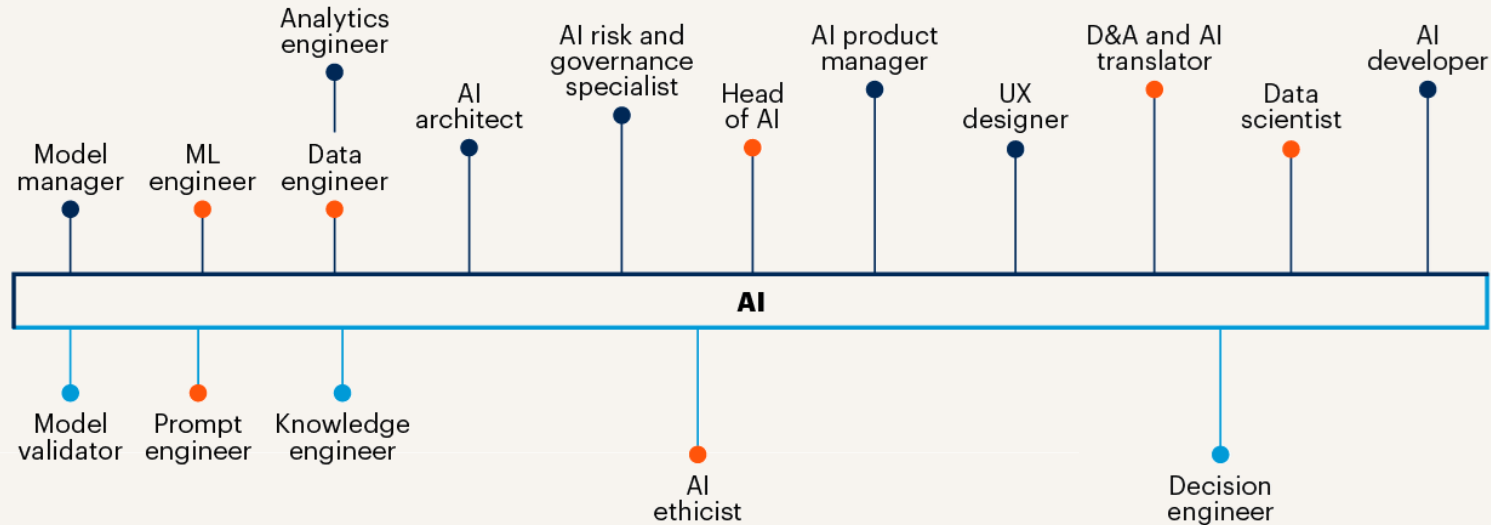
Impact of Investing in Workforce Skills



# Developing the Future Workforce

## Roles for AI

● AI roles ● Emerging AI roles ● Must-have AI roles



Source: Gartner  
806919\_C

Gartner

Will my  
role  
remain  
the  
same?

<https://www.gartner.com/en/newsroom/press-releases/2024-05-14-artificial-intelligence-is-creating-new-roles-and-skills-in-data-and-analytics>



# Lets take an example

#PRISM2025 | 28<sup>th</sup> July – 29<sup>th</sup> July 2025



# Leveraging AI in Project Management: **Key Tools & Functions**



## AI-Powered PM Software

Comprehensive platforms that automate tasks, forecast risks, and support decision-making by analyzing project data.

Wrike | ClickUp



## Task & Time Management

Automates scheduling, resource allocation, and time tracking, while identifying anomalies in workflows.

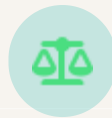
Asana | Motion | Productive AI  
ProjectLibre AI



## Risk Management

Predictive analytics for anticipating potential issues and suggesting mitigation strategies, moving from reactive to proactive stances.

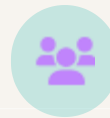
LogicManager | RAW@AI



## Resource Allocation

Analyzes team workloads and project needs to predict future requirements and recommend optimal resource distribution.

Forecast



## Team Collaboration

Enhances teamwork by automating administrative tasks, generating meeting notes, summarizing discussions, and providing chatbots for information access.

Notion AI | ClickUp AI



## Data Analysis & Reporting

Creates real-time dashboards and reports by processing large volumes of data to generate actionable insights.

Wrike | ClickUp

💡 Project managers will increasingly orchestrate a portfolio of specialized AI tools, requiring new integration skills and strategic approaches.

# Leveraging AI in Project Management: Core Benefits



## Improved Decision-Making

Real-time data analysis and predictive insights enable more informed choices and proactive adjustments to changing conditions.



## Enhanced Efficiency

Automation of repetitive tasks such as scheduling, reporting, and data entry allows teams to complete work faster and more effectively.



## Better Risk Management

AI systems analyze historical and real-time data to identify potential risks and provide early warning signals, allowing for timely mitigation.



## Optimized Resource Allocation

AI algorithms efficiently analyze workloads and project requirements to recommend optimal deployment of labor, equipment, and materials.



## Enhanced Communication

AI-powered tools facilitate seamless team interactions by automating meeting notes, providing centralized information access, and ensuring real-time updates.



## Strategic Augmentation

**80%** of project leaders believe AI will free up their time from administrative burdens, allowing them to focus on complex managerial tasks.

# Evolving Role of Project Manager : AI Era



## Traditional Role

- ✓ Scheduling and task management
- ✓ Progress reporting and tracking
- ✓ Basic risk assessment
- ✓ Data entry and administrative tasks



## Evolving Role

- ✓ Strategic decision-making
- ✓ Complex problem-solving
- ✓ Stakeholder engagement
- ✓ Human Skills development

## Human-AI Symbiosis



### AI Handles

Operational mechanics ("how")

- Scheduling and planning
- Progress tracking
- Risk forecasting
- Data analysis



### Human Focus

Strategic elements ("what", "why", "who")

- Strategic direction
- Purpose and vision
- Human dynamics and relationships
- Emotional intelligence

**80%** of project leaders believe AI will elevate their role, allowing them to focus on complex managerial responsibilities

# Essential Skills for AI-Ready Project Managers



## Prompt Engineering

Crafting clear, precise prompts to elicit high-quality outputs from AI tools.

- Formulate specific instructions
- Provide context for AI
- Ask follow-up questions



## Critical Thinking

Evaluating AI outputs for accuracy and avoiding blind acceptance.

- Fact-check AI recommendations
- Assess for bias
- Prioritize human judgment



## Emotional Intelligence

Human advantages over AI in team dynamics and motivation.

- Build team cohesion
- Manage conflicts
- Lead with empathy



## Data Fluency & AI Concepts

Understanding how AI systems process data and make decisions.

- Basic ML/DL concepts
- Interpret model outputs
- Identify data bias



## Adaptability & Continuous Learning

Staying current with rapid AI evolution and new techniques.

- Embrace change
- Continuous skill development
- Learn from failure



## Hybrid Skillset

Combining technical knowledge with uniquely human capabilities.

Future PMs need a balanced portfolio of technical expertise and uniquely human skills to thrive in an AI-driven environment

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# Case Studies: AI Driving Productivity and Sustainability

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## Thyssenkrupp Manufacturing

Achieved 69% productivity increase and 42% energy reduction through AI implementation and digital twin technology (WEF)

## Siemens Industrial Copilot

Multilingual AI assistance on factory floor enables real-time troubleshooting and cross-border collaboration

## Construction Firm

AI Scheduling agent analyzes weather, site conditions, and crew availability to optimize scheduling, resulting in 35% drop in equipment downtime and 25% savings in cost overrun,

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## Shipbuilding Digital Twins

AI-powered simulations reduce design risks and material waste, cutting costs whilst improving sustainability



# Demo – AI Bias, Risks and Green Metrics

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# Challenges and Ethical Considerations in AI Adoption






## Workforce Impact & Change Management

-  **60%** of employees fear job automation
-  **61%** express distrust in AI technology
-  **70%** of organizational transformations fail due to resistance
-  Requires clear communication, employee involvement, and comprehensive training
-  Need for continuous learning culture and proactive ethical concern addressing

## Technical Challenges

-  High energy consumption and computational requirements
-  "Garbage in, garbage out" principle - data quality issues
-  "Black box" problem - difficulty understanding AI decision-making processes
-  Integration challenges with existing legacy systems
-  Need for robust cybersecurity frameworks

## Ethical Imperatives

-  **Algorithmic Bias:** Biased training data leads to discriminatory outcomes
-  **Transparency:** "Black box" problem reduces trust; requires explainable AI
-  **Data Privacy:** Requires robust encryption and informed user consent
-  **Human Oversight:** Avoid blind adherence; maintain human accountability
-  **Environmental Responsibility:** Mitigate AI's energy consumption

 **Key Insight:** Successful AI implementation requires balancing technical innovation with human-centered approaches and robust ethical frameworks.

# Conclusion: Leading in an AI-Driven Future

## AI's Strategic Potential

AI offers **unprecedented opportunities** for productivity and strategic advantage, with the global market projected to exceed \$1.8 trillion by 2025.

The future of work is about AI **augmenting human capabilities**, not replacing them, with generative AI alone projected to add \$2.6 to \$4.4 trillion in annual value to the global economy.

## The Evolving Project Manager Role

Project managers are transitioning from operational coordinators to **strategic leaders**, requiring a hybrid skillset that combines technical acumen with uniquely human capabilities.

AI automates routine tasks, freeing up an estimated **300 billion work hours per year** by 2030, allowing project managers to focus on complex managerial tasks and elevate their strategic role.

## Human-Centric Values & Governance

Successful AI integration demands **proactive, strategic, and ethical approaches**, with 60% of employees fearing job automation and 61% expressing distrust in AI technology.

Organizations that prioritize **human-centric values**, robust governance frameworks, and continuous learning will enable their project managers to thrive and innovate in an AI-driven, sustainable future.

# Thank you

## Continue the Conversation

Let's build the future of work, together.

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SUSTAINAGILITY FUNDAMENTALS COURSE (FREE)



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<https://academy.massivue.com/courses/sustainagility-fundamentals>