

TRACK KEYNOTE

The Agentic Leader. Designing Future-Ready Organizations

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”Age of IntelligenceTM :

A 200-year era where human & exponential technologies converge, creating a collective evolution

DUANE & FISHER

Previous ages changed what humans could do.

This age changes
who does the thinking.

Intelligence detaches
from humans

Intelligence
is no longer scarce

Cognition is no longer
human-bound

Decision-making
is no longer linear, slow,
or exclusively biological

How will you lead into
the future when it doesn't
look like the past?



You're not here because
AI is new....

You're here because the
questions have changed

The pace is no longer human-compatible

Decisions are increasingly probabilistic.

Signals emerge faster than planning cycles.

Data now comes from outside the enterprise.

Exponential growth in data sources (AI, sensors, platforms, partners)

Traditional strategy and single-trend thinking fails

The background of the slide is a complex digital visualization. It features a central, dark, skeletal tower structure that resembles a data center or a futuristic cityscape. The tower is surrounded by a dense network of glowing lines and nodes, creating a sense of depth and connectivity. The overall color palette is dominated by dark blues, blacks, and greys, with bright, glowing points of light in shades of cyan and white. The lighting is dramatic, with strong highlights and deep shadows, giving the scene a mysterious and high-tech atmosphere.

Traditional strategy assumes:

- Stable environments
- Sequential change
- Clear boundaries between tech, people, and governance

The next phase breaks these assumptions:

- Change is simultaneous
- Effects are compounding
- Boundaries collapse

SUPERSHIFTS ERSHIFTS

A tectonic
structural shift
that permanently
alters how society
functions

Four *SuperShifts* Agentic Organizations Need to Watch

Generational Drift:

Widening generational gaps driven by demographics, migration, and shifting values.

Intellifusion:

Integration of AI and humans, creating new forms of cognition, decision-making, and collaboration.

Techceleration:

The exponential acceleration of technological advancements reshaping industries.

Powerflow:

The redistribution of power and decision authority across people, platforms, agents, and ecosystems.

Strategic Blind Spots

01

Decision myopia

AI accelerates decisions without redesigning decision architecture.

Result:

Speed ↑

Confidence ↓

Risk ↑

02

Temporal mismatch

Strategy runs on fixed cycles.
Reality changes continuously.

Result:

Signals emerge
between decisions

03

Capability illusion

Automation scales faster
than legitimacy.

Result:

Tools exist,
Capabilities don't

04

Human drift

Transformation optimizes
efficiency, not coherence.

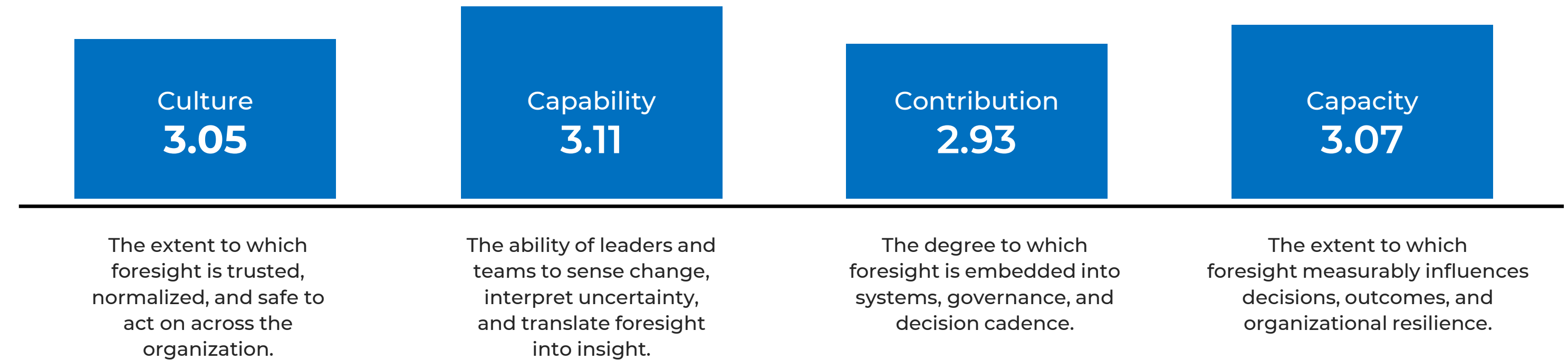
Result:

Burnout
Cynicism
Attrition

Organizations believe they're ready.

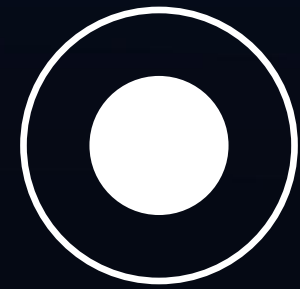
The data says otherwise.

In a recent study, foresight maturity was measured across 100+ organizations across four dimensions:



Organizations are great at imagining the future, but not at taking action from it.

From readiness theater to real capability



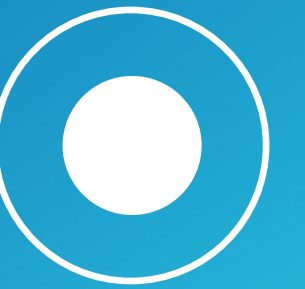
Make AI Influence Visible:

Map where AI is already shaping decisions.



Draw the Delegation Line:

Define what AI can do, what requires human review, and what must remain human.



Install One Trust Checkpoint:

Clarify accountability, explainability, and human review before decisions scale.

Why AI agents change the operating model

84% of leaders say AI agents will reimagine how people work, not replace them.

66%

Increased Productivity

PwC

57%

Cost Savings

PwC

55%

Faster Decisions

PwC

60%

Faster Dev Cycles

Workday

The Agentic Organization

OLD MODEL

Manages Information

Siloed decisions



Information flows up the chain



Automation replaces tasks



Annual strategy cycles



ROI from efficiency



NEW MODEL

Coordinates Intelligence

Distributed, governed decision-making

Intelligence embedded at the point of action

Agents coordinate work across workflows

Continuous sensing & adaptive cadence

Competitive advantage from coordination

The Rise of the Agentic Leader

Leadership is becoming the discipline of designing responsible delegation.

Source: Human Frontier Institute

Define Intent

Clarify the outcomes the system is allowed to optimize for

Set Boundaries

Decide what AI can act on vs. what requires human judgment

Calibrate Trust

Build confidence incrementally through governed experimentation

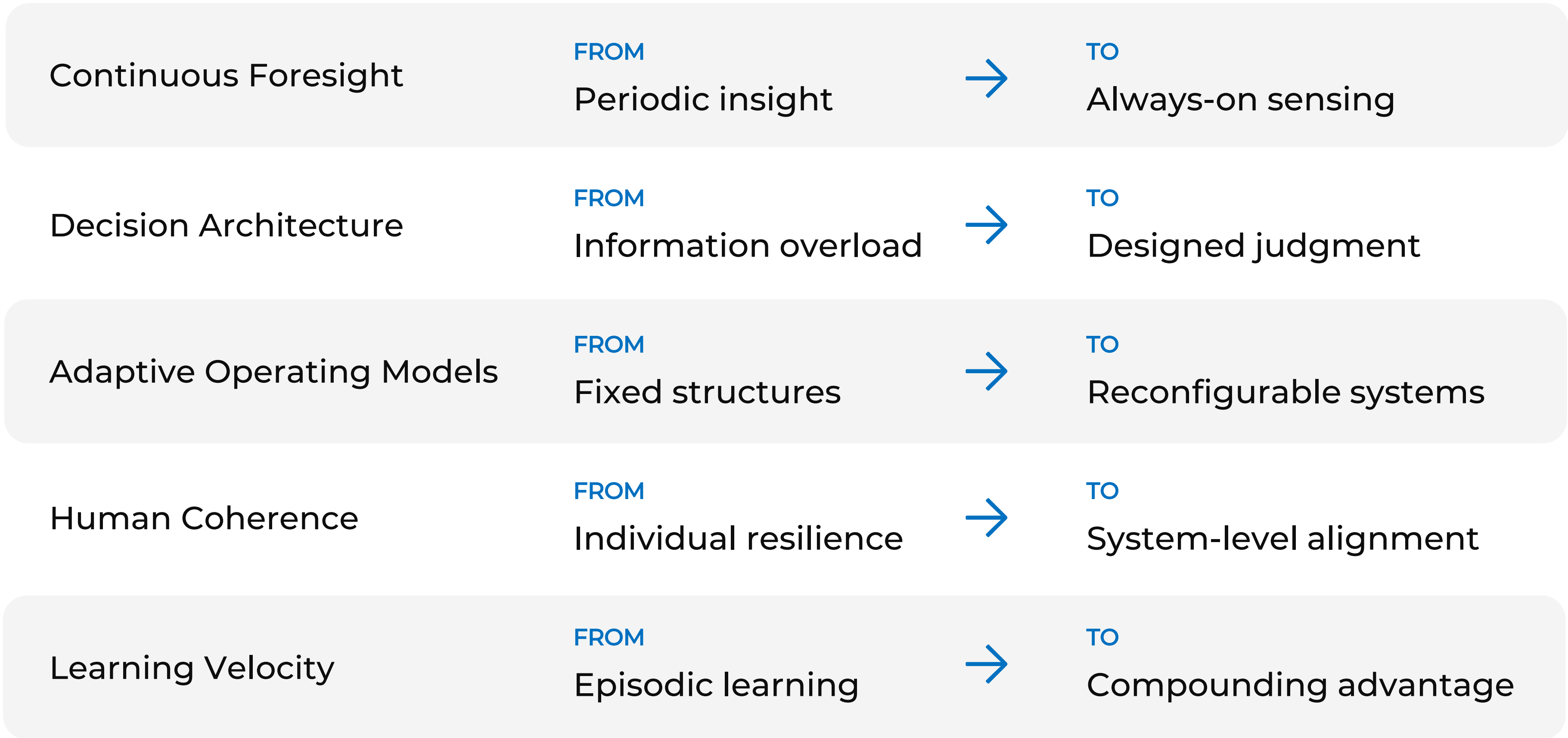
Design Accountability

Audit trails, versioning, human review points built into systems

Close the Loop

Embed learning velocity: feedback flows back into decisions

Five Capability Shifts for Agentic Organizations




Source: Human Frontier Institute



**THE
STRATEGIC
QUESTION:**

**WHAT MUST
REMAIN HUMAN?**

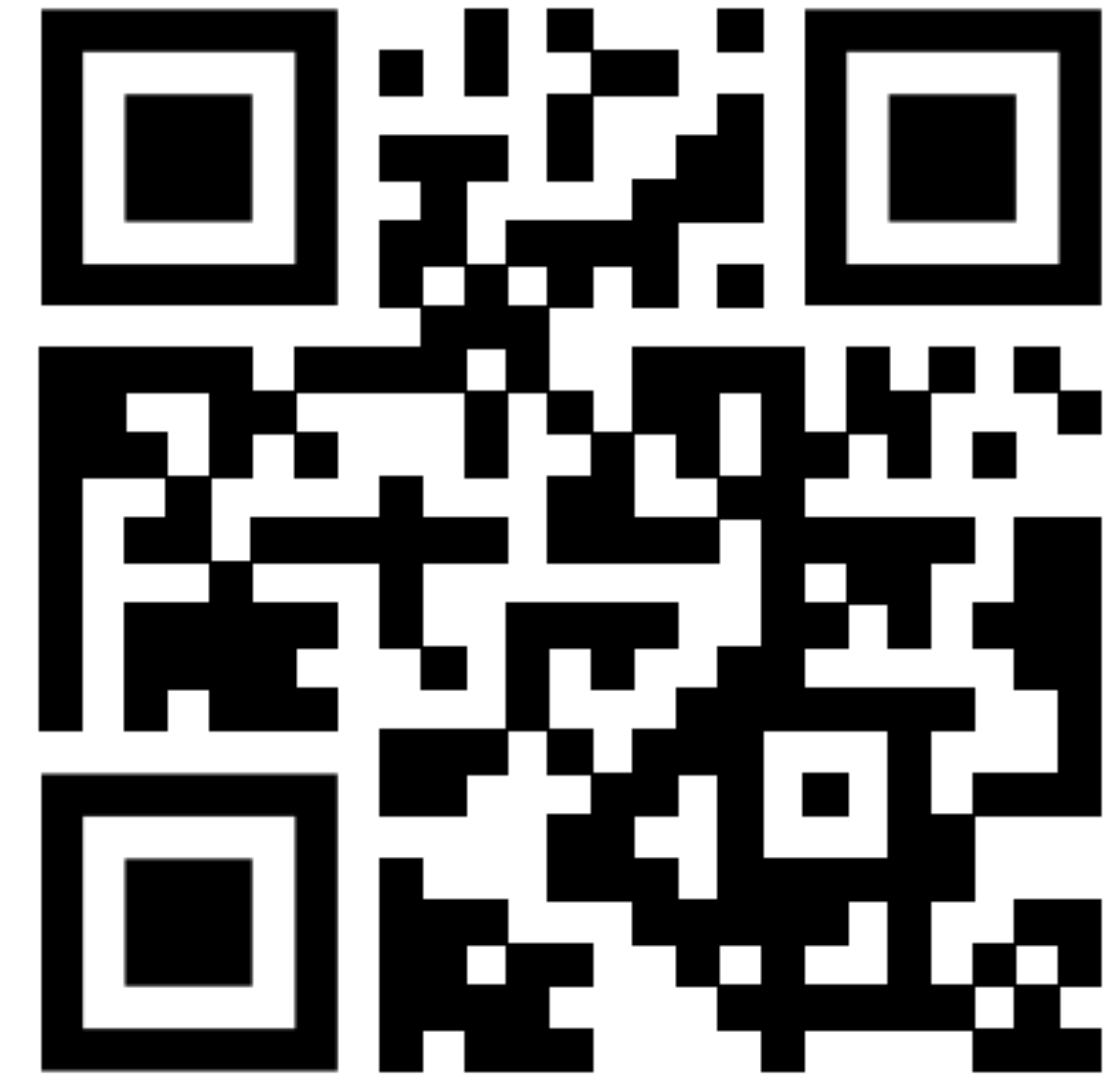


The future belongs to organizations
that can coordinate intelligence with
clarity, speed & trust.

With Respect

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Creatio

Thank you!