PITCH DECK CREWS

PRESENTED BY UMAR, ESHA, AND DARIA

RAISE YOUR HANDS IF YOU HAD A FORMAL, MANDATORY AI TRAINING PROGRAM FROM YOUR EMPLOYER FOCUSED ON RESPONSIBLE USE AND PRODUCTIVITY?

NOW, KEEP YOUR HAND UP ONLY IF THAT SAME TRAINING PROGRAM HAD A DEDICATED MODULE ON PROACTIVE SKILL DEVELOPMENT AND LEARNING TO COMPENSATE FOR THE AUTOMATED TASKS.

76% OF EARLY-CAREER PROFESSIONALS WHO HAVE RECEIVED AI TRAINING FROM THEIR COMPANY STILL WORRY IT'S ONLY TEACHING THEM HOW TO BE PRODUCTIVE TODAY, NOT HOW TO BE PROMOTABLE TOMORROW BY INCREASING THEIR OVERALL LEARNING CURVE.

PROBLEM & IMPACT

THE AI PRODUCTIVITY PARADOX ⚠️

Problem

- Rapid adoption of AI agents and automation is boosting **short-term productivity.**
- Foundational and entry-level tasks are disappearing, **flattening** the **early-career learning curve**
- **Early-career** professionals lose hands-on developmental experiences once **critical** for growth

Impact

- Decline in **proactive learning** and **promotability** for junior talent
- **Increased** turnover and **weakened** employee retention
- Erosion of **institutional knowledge** transfer across organizations
- A systemic ethical conflict: Productivity gains vs. talent development, now affecting every AI-adopting sector
- **76%** of AI-trained early-career professionals worry they’re becoming productive today **but** not promotable tomorrow

CURRENT SOLUTIONS

CURRENT TOOLS

- Train individuals but **don’t redesign workflows.**
- Increase efficiency but **ignore learning loss.**
- Measure skills but not **disappearing expertise.**
- Support juniors but don’t protect **real experience.**
- Offer programs but **no continuous monitoring.**

THE GAP

The **current** market focus on **training** and **upskilling**, but none address the core problem:

‘AI automates the tasks where learning happens.’

OUR SOLUTION

THE HUMAN POTENTIAL RADAR

BALANCES AI EFFICIENCY WITH HUMAN DEVELOPMENT

- We identify where learning disappears using the **Human Potential Heatmap**
- We redesign workflows to restore real skill formation
- We focus on where skills are built, not generic training
- We deliver a **Talent Flow Blueprint** tailored to organizational risk

RESULT

- Learning is preserved within automated workflows
- Early-career talent stays engaged and promotable
- Organizations reduce turnover and long-term skill risk
- AI delivers productivity without draining human potential

HOW WE TURN AI ADOPTION INTO A TALENT ADVANTAGE

1

PROOF BEFORE SCALE

- Two **Master's thesis students** scientifically validate the AI Productivity vs. Learning Curve Paradox
- Research establishes the foundation for the **Human Potential Radar™**
- Time-boxed (6–12 months), low-cost, high-credibility validation using existing networks

2

MARKET SIGNAL & THOUGHT LEADERSHIP

- Launch an **EU-wide impact campaign** via DFC, Deloitte, and G+D
- Translate research into compelling **narratives** and **benchmarks**
- Position the company as the **category-defining voice** in AI-era talent sustainability

3

PILOT & PRODUCTIZATION

- Secure **pilot partners** from Deloitte / G+D ecosystem
- Apply the **Human Potential Heatmap™** to real workflows
- Capture data on **productivity**, **learning loss**, and **role erosion**

4

SCALABLE METRIC

- Develop a proprietary **Social Sustainability Score™**
- Quantifies **talent development**, **learning velocity**, and **institutional knowledge health**
- Designed to become a **market-driven** standard, not a compliance checkbox

RESOURCES NEEDED ARE ...

- ACCESS TO ANONYMOUS, LARGE-SCALE HR DATA AND WORKFLOW ANALYTICS FROM PILOT COMPANIES
- SCIENTIFIC GUIDANCE (PROFESSORS/PHD SUPERVISION) IN I/O PSYCHOLOGY, ETHICS, AND COMPUTER SCIENCE FOR THESIS RIGOR

- SEED FUNDING/GRANTS TO DEVELOP THE PROPRIETARY HUMAN POTENTIAL RADAR SOFTWARE INTERFACE AND ALGORITHM
- MARKETING AND PR SUPPORT FROM DFC SPONSORS FOR THE LAUNCH OF THE IMPACT CAMPAIGN

THANK YOU!