

MASTERINGSAP Collaborate

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CORDIS HOTEL | AUCKLAND

The Future of AI Depends on you

How Leaders Drive Innovation with AI

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This story is not unique. It's a growing pattern in AI adoption across industries. So, how do we change it?"





AI is

EVERYWHERE

Generative AI is expected to add up to **NZ\$76 billion** annually to New Zealand's economy **by 2038**.

Adoptions can save workers an average of **275 hours** annually.





**Have developed the
necessary capabilities to
move beyond AI proof of
concepts.**

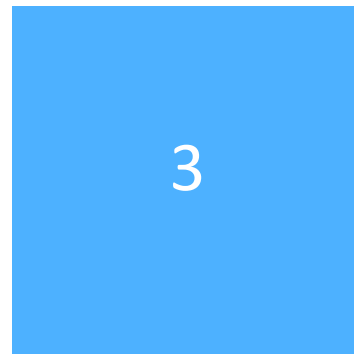
What's stopping organisations from realising AI's full potential



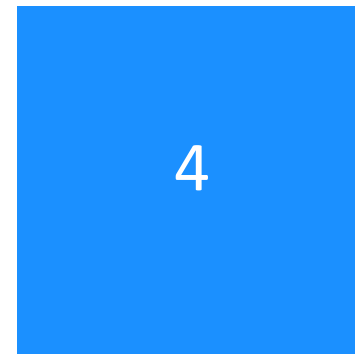
AI literacy



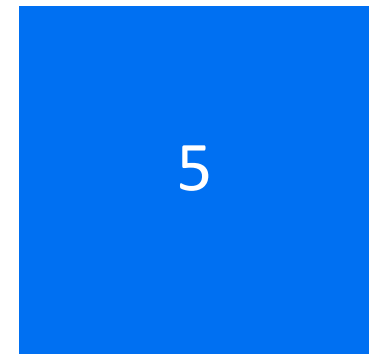
Poor data &
siloes
systems



Execution
Gap



Talent &
Skills gap



Leadership
involvement

AI brings new dynamics to leadership



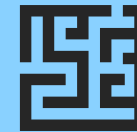
Speed of Change



Shifting Leadership
Roles



Human-Centered
Leadership



Complex Decision-
Making.



Cultural Adaptation

There are 3 types of leaders emerging in the Age of AI



The AI
Sceptic



The AI
Optimist



The AI
Leader

AI Requires a leader 2.0



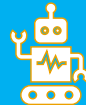
AI makes leaders better



Enhanced Decision-Making:



Augmented Leadership Capabilities



More Agile and Innovative



Fostering a Collaborative Culture



**How can you turn AI
into a competitive
advantage while
maintaining a human
first, AI second
approach**

Human first AI second approach, to use AI as a competitive advantage



Competitive Advantage: Faster, safer and more compliant workforce



Challenge:

- Assess the competency of employees and contractors performing critical tasks on mine sites.
- Due to poor network connectivity, assessments were previously paper-based and inefficient.

How AI helped:

- Digitalised the in-field assessments, allowing trainers to evaluate skills using AI-powered tablets.
- AI facilitated real-time competency tracking, ensuring only qualified workers operated heavy machinery.

What leaders did

- ✓ Empowered human decision-making. not replacing them.
- ✓ Improved safety & compliance, reducing errors in qualification checks.
- ✓ Augmented operational efficiency

Competitive Advantage: Fostering a highly skilled and engaged workforce



Challenge:

- Traditional training modules were cumbersome, time-consuming, and yielded low knowledge retention, leading to disengaged employees and ineffective learning outcomes

How AI helped:

- Delta Air Lines utilized SAP Business AI within SAP SuccessFactors to build a skills-based organization, tailoring learning and development initiatives to individual employee needs

What leaders did

- ✓ Customized Career Development: AI identified skill gaps and recommended personalized training, supporting employees' career growth.
- ✓ Enhanced Employee Engagement: By aligning development opportunities with personal aspirations, employees felt valued

Competitive Advantage: a more responsive and competitive business model



Challenge:

Managing its extensive operations, including the need for efficient planning processes and effective trade promotion management. The complexity of these processes required significant manual effort and time

How AI helped:

- Integrated SAP Business AI to enhance data-driven decision-making and streamline processes across the value chain, significantly reducing planning times for more efficient global campaigns and improving operational resilience.

What leaders did

- ✓ Empowered Employees by reducing manual workloads
- ✓ Enhanced Decision making, provided by real-time data, helping the team respond to market changes

Top 3 Leadership Takeaways from the 3 AI Adoption Success stories

1. **AI is a Strategic Enabler**, Not Just a Technology Investment
2. AI Adoption Requires a **'Humans-First, AI-Second' Mindset**
3. **AI Enables Competitive Advantage**, But Only When Leaders Drive Adoption

Leadership skills in the AI era to guide its adoption



Visionary Thinking



AI Literacy



Ethical Foresight



Cross-functional collaboration

To Become an AI-Ready Leader, You Need to...

1

Step 1: Challenge old business assumptions.

2

Step 2: Build AI literacy in your team.

3

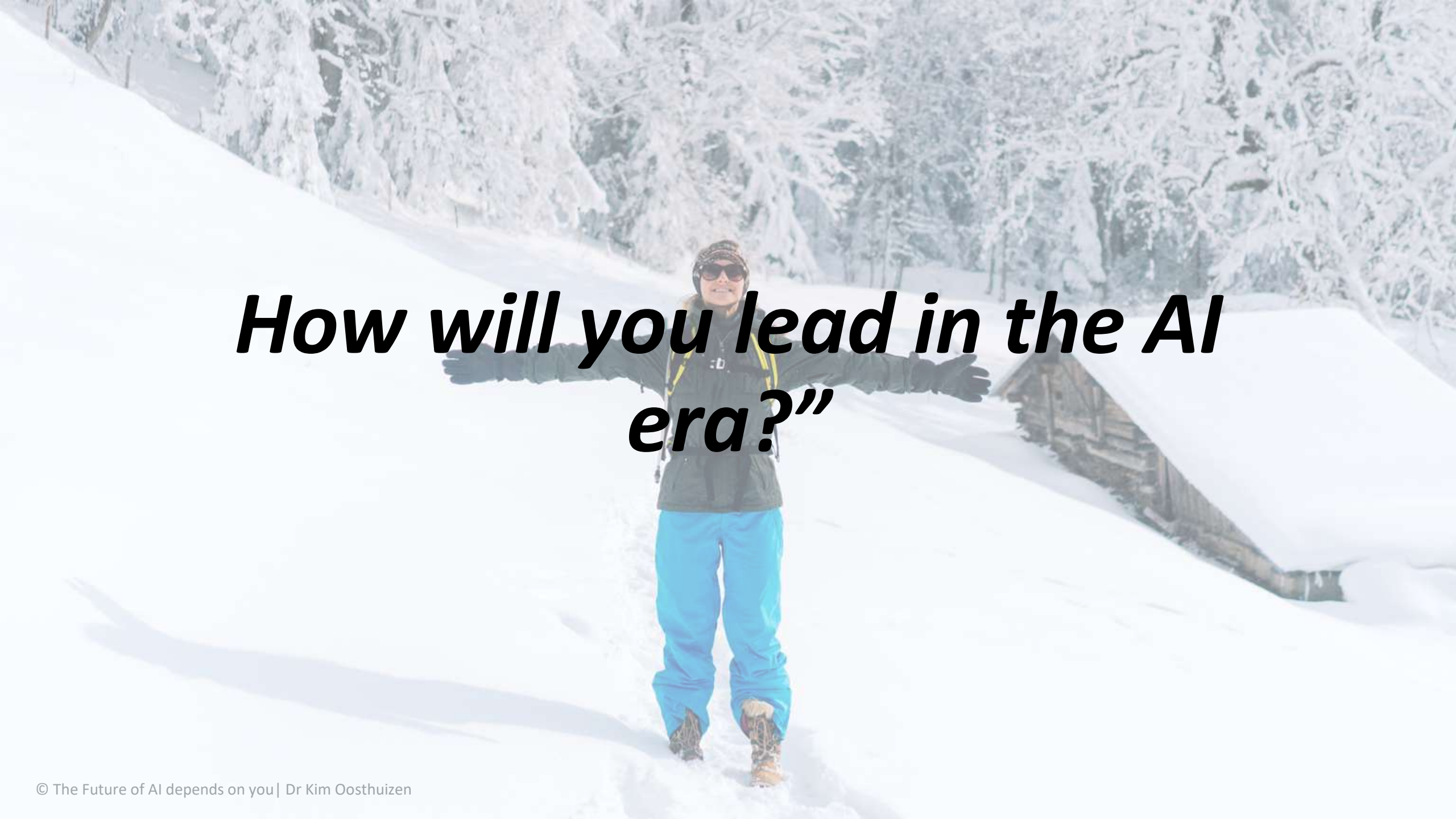
Step 3: Encourage innovation and adaptability.

4

Step 4: Create a clear AI adoption roadmap.

5

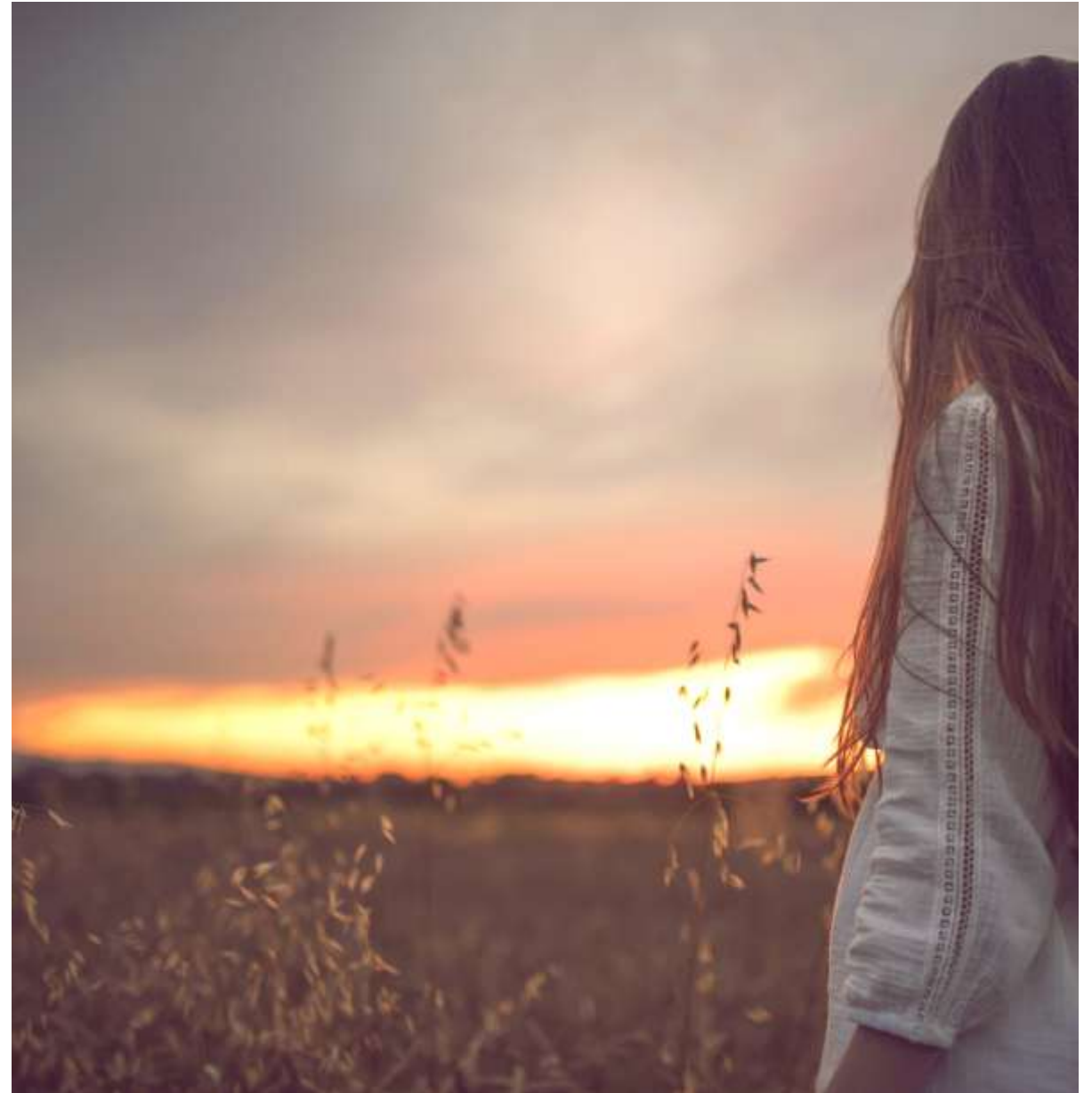
Step 5: Use the tools and understand where your team is at

A person wearing a dark jacket, blue pants, and a beanie stands in a snowy landscape with their arms outstretched. The background features snow-covered trees and a wooden cabin. The text "How will you lead in the AI era?" is overlaid on the image.

How will you lead in the AI era?"

The Future of AI Depends on You

The future of AI isn't just about what technology can do it's about what we, as leaders, choose to do with it



In closing

People adopt technology
when it serves their needs, not
the other way around



How to Connect with Me

Thank you!
Follow me on LinkedIn

Dr Kim Oosthuizen

