



# Technology Paradigm Shift

Break the Ice 2026

Scott Anderson | SVP, Kelley Create





# Scott Anderson

SVP | Kelley Create

Break the Ice Keynote: Technology Paradigm Shift



# Technology Paradigm Shift





# AI Is Reshaping How People Work

2026 Work Trend Index — 20,000 workers surveyed across 10 countries

## CAPABILITY LEAP

**58%**

producing entirely new work

Of AI users say they're creating work they couldn't have produced just one year ago. Among frontier professionals, that number reaches 80%.

## HIGH-VALUE FOCUS

**66%**

more time on strategic work

Of AI users report spending more time on high-value work, shifting away from routine tasks that used to consume their day.

## DEEP THINKING

**49%**

of AI usage is cognitive work

Nearly half of all workplace AI conversations involve analysis, problem-solving, or creative thinking — not simple queries.

## 2x ORGANIZATIONAL IMPACT

Culture, manager support, and talent practices account for twice the AI impact of individual effort alone.

## ONLY 16% ARE FRONTIER USERS

Frontier professionals make up just 16% of AI users — but they're pulling dramatically ahead in output and capability.

**Your employees are already using AI.  
Is your organization built to capture it?**





# What This Looks Like on Monday

AI saves the average knowledge worker 5+ hours per week

EMAIL

**3 hrs**

saved per week

25% less time reading and responding. AI drafts, summarizes, and prioritizes across your inbox.

DOCUMENTS

**12%**

faster completion

Reports, proposals, and presentations created faster. 50% reduction in repetitive formatting tasks.

MEETINGS

**4x**

faster catch-up

Missed a meeting? AI summarizes key points, extracts action items, and drafts follow-ups in minutes.

This isn't theoretical. It's measurable. And it's happening now.



# Live Poll – Scan to Vote

Where is your organization on AI adoption?

- A. Still exploring: we haven't started yet
- B. Piloting: testing AI in a few areas
- C. Scaling: actively rolling out across teams
- D. Not on our radar yet



# The Issue Isn't Adoption

Organizations aren't built to support what their people can already do.

 shift the conversation



# Adapt or Get Left Behind

Every major shift creates winners and casualties:



## Streaming

Blockbuster had the chance to buy Netflix for \$50M — they passed



## Photography

Kodak invented digital photography — then ignored it



## Transportation

Taxi companies fought rideshare instead of innovating



## Retail

Borders handed the book market to Amazon while expanding stores

The common thread?  
They saw the shift coming and chose to wait.

**This time is different.**

It's not just companies that get disrupted, it's operating models.

# Adapt Now

Your people (& model) are the strategy.

# The Enablement Gap

Most organizations are stuck in the middle:

Technology is  
available



Leaders invest in  
tools



Teams have  
access



Data is  
everywhere



but adoption lags  
behind



but not in training  
people to use them



but no strategy for  
how to leverage it



but decisions are still  
made on gut instinct



**20%**

**BUYING THE  
TECHNOLOGY**

The easy part. Sign the contract, write the check, send the rollout email.

**80%**

**ENABLING YOUR PEOPLE**

Training, trust, workflows, and the courage to change a habit.

Most budgets get this ratio backwards.

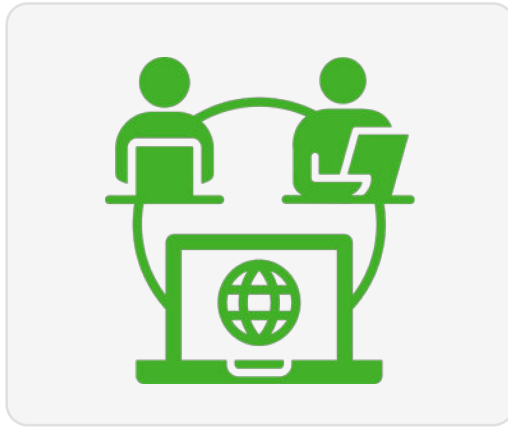
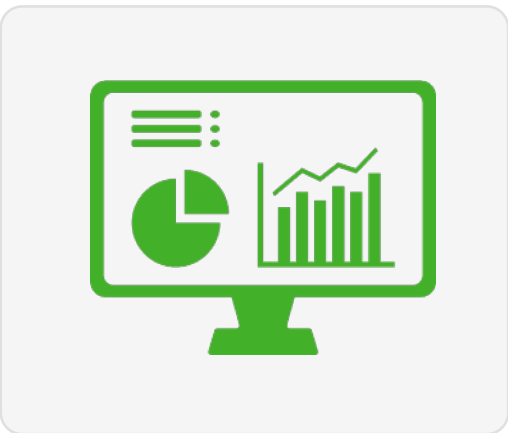
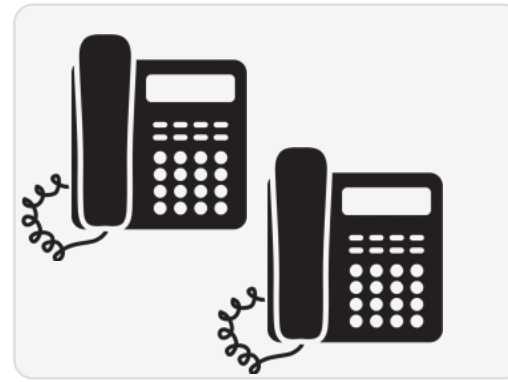
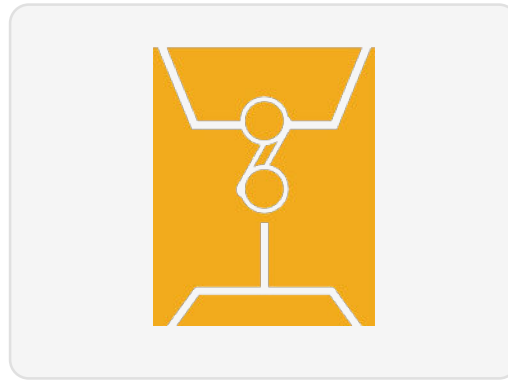
# **The Transformation Paradox**

- 65% fear falling behind without AI
- 13% are rewarded for using it

**Employees are ready to reinvent work.  
Organizations reinforce the old way.**

# Workforce Evolution

The way we work has changed at every shift:



**The companies winning are  
redesigning work – not just  
adding tools.**

## **Live Poll**

What's your biggest enablement barrier?

- A. Lack of training and education
- B. No clear strategy or roadmap
- C. Budget constraints
- D. Leadership buy-in

Scan the QR code to vote!



# Where Do You Stand?

Five questions for tomorrow morning:

- Does your team know what technology tools are available to them today?
- Where could automation save 5+ hours per week?
- Who owns enablement – not procurement, enablement?
- If your competitor fully enables their technology tomorrow, are you ready?
- Are your people already working ahead of your operating model?



# The Challenge is Yours

Leave here today with a commitment:

THIS WEEK

**Find one  
process.**

Map it end-to-end. Find the friction.

THIS MONTH

**Pilot one  
solution.**

Run it with your team.  
Measure what changes.

NEXT 90 DAYS

**Scale to  
one department.**

Train. Measure. Show the rest of  
the org.

**Every week you wait, the gap gets wider..**

**The job of every leader is to  
rearchitect work.**

**Stop tiptoeing on the ice.  
Put your foot through it.**

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**Break the Ice.**



# The Future Belongs to the Enabled

*Enable your technology. Enable your people.*

*Drive your business forward.*

Scott Anderson | SVP, Kelley Create

[Scott.Anderson@kelleycreate.com](mailto:Scott.Anderson@kelleycreate.com)

