

Make the deck look like the latest Mahesh sent including traffic jam

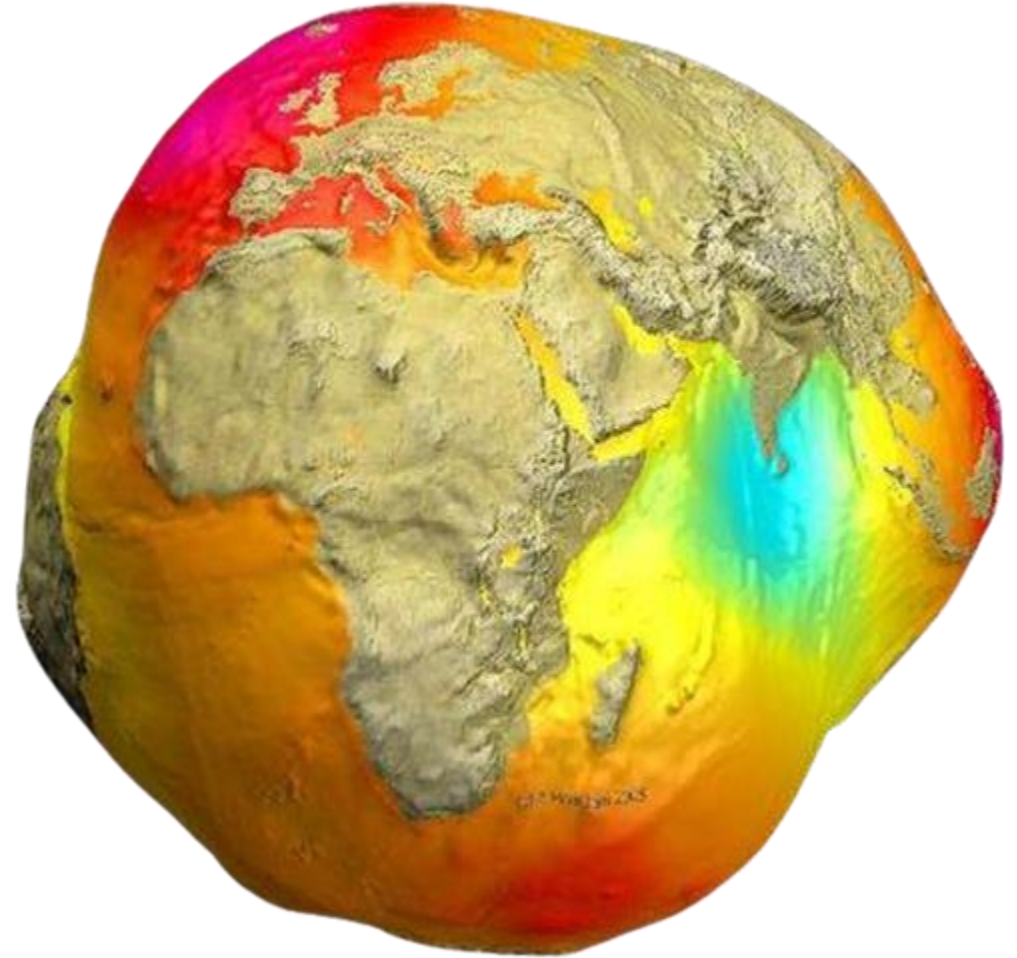
Add Revature logo. Galent logo can stay as well



What is GenAI?



What is real?



What is real?

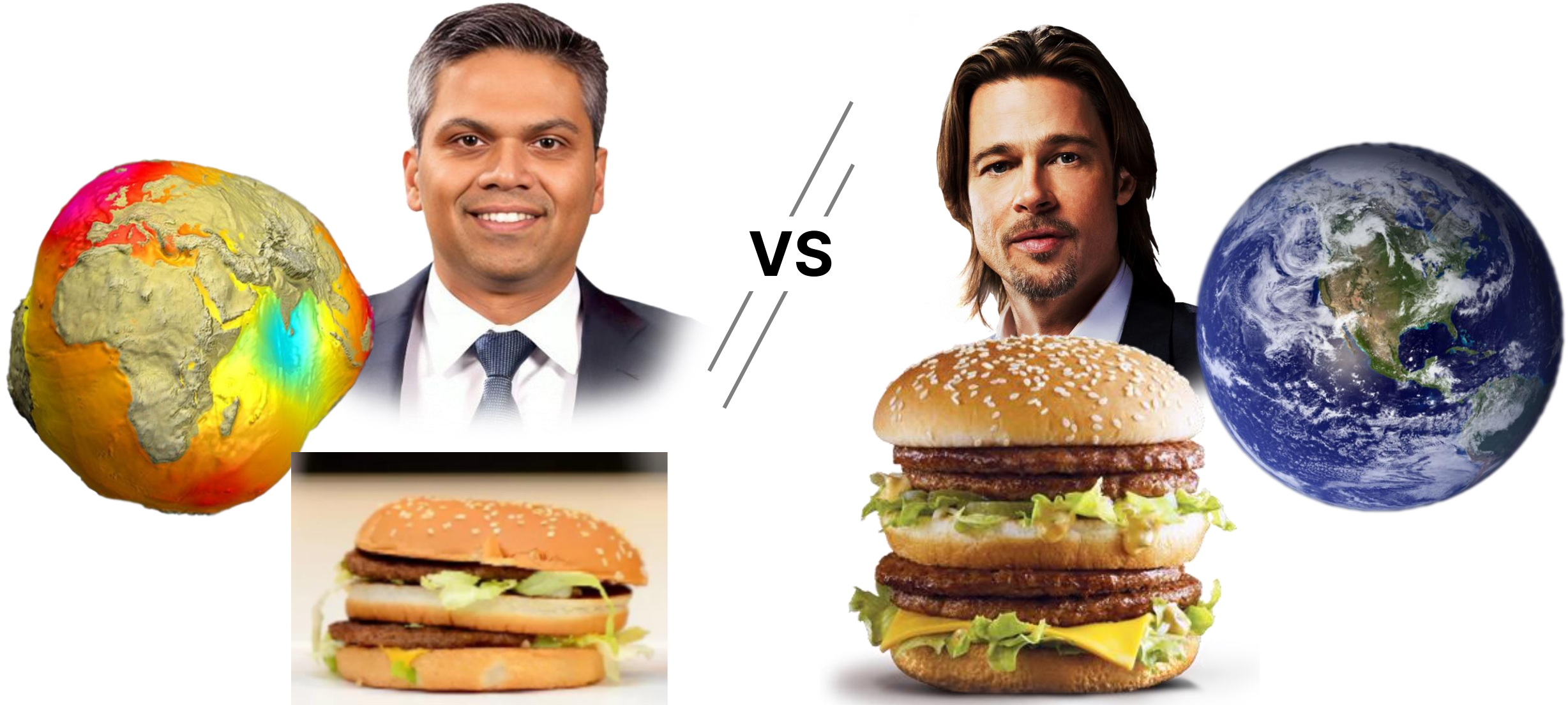




What is
real?



Let's meet the real AI !!!

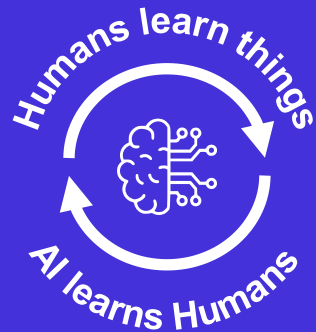


What the heck is GenAI?

Average Cognitive assimilation rate

 60 bits/sec

 Trillion bits/sec



Internet

Information
at your fingertips

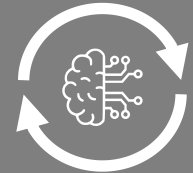
Smart Phone

Computer
at your fingertips

GenAI

Expertise
at your Fingertips

Payback Time



Technology to benefit less skilled

AI – Impact on Workforce



19% of the workforce have 50% of the work tasks impacted by LLMs

80% of the workforce have 10% of the work tasks impacted by LLMs

Zone 1* ●

- **Preparation required:** None or little (0-3 Months)
- **Education:** High School Diploma
- **Experience:** Little or none

- Landscaping Workers
- Laundry and Dry-Cleaning Workers
- Food Preparation Workers

Zone 2 ●

- **Preparation required:** Some (3-12 months)
- **Education:** High School Diploma
- **Experience:** Some

- Data Entry Keyers / Bank Tellers
- Customer Service Representatives
- Administrative Assistants

Zone 3 ●

- **Preparation required:** Medium (1-2 Years)
- **Education:** Vocational/ related on-the-job experience/ associate's degree.
- **Experience:** Moderate

- Web Developers
- Computer User Support Specialists
- Desktop Publishers

Zone 4 ●

- **Preparation required:** Considerable (2-4 Years)
- **Education:** Four-year bachelor's degree
- **Experience:** Significant

- Database Administrators
- Software Developers
- Data Scientists

Zone 5 ●

- **Preparation required:** Extensive (4+ Years)
- **Education:** Graduate/ Master's / Ph.D., e
- **Experience:** Extensive. Many require 5+ years of experience

- Research Scientists
- Biostatisticians
- Environmental Economists

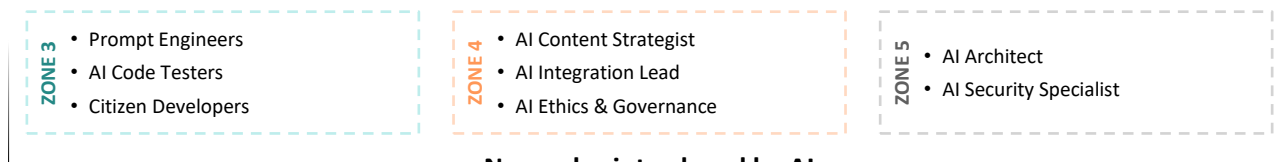
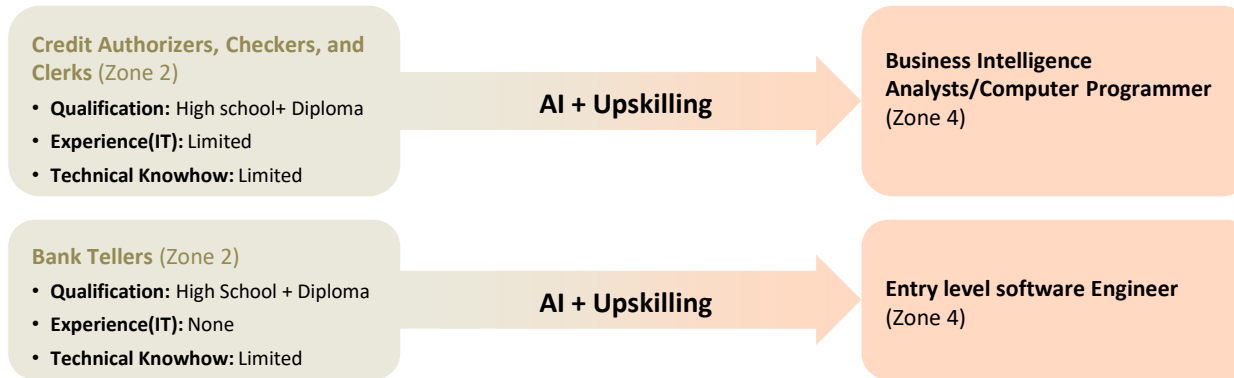
Some job attributes that defines impact of AI	
Low Impact	High Impact
<ul style="list-style-type: none"> ✓ Labor Intensive ✓ People Management ✓ Critical Thinking 	<ul style="list-style-type: none"> ✓ Content Related – text, Images, Multimedia ✓ Programming ✓ Creative Thinking

Most impacted IT role – 28 Mn+ Software Developers Worldwide

AI is going to trigger an upward mobility & Create additional Roles



11 Mn+ Shared Services Jobs would be disrupted by the upward mobility and heterogeneous and wider skills



Adopt or Fade Away

Horse carts took 4,745 days;
You have just 750*. Adopt Today!

NYC 1905

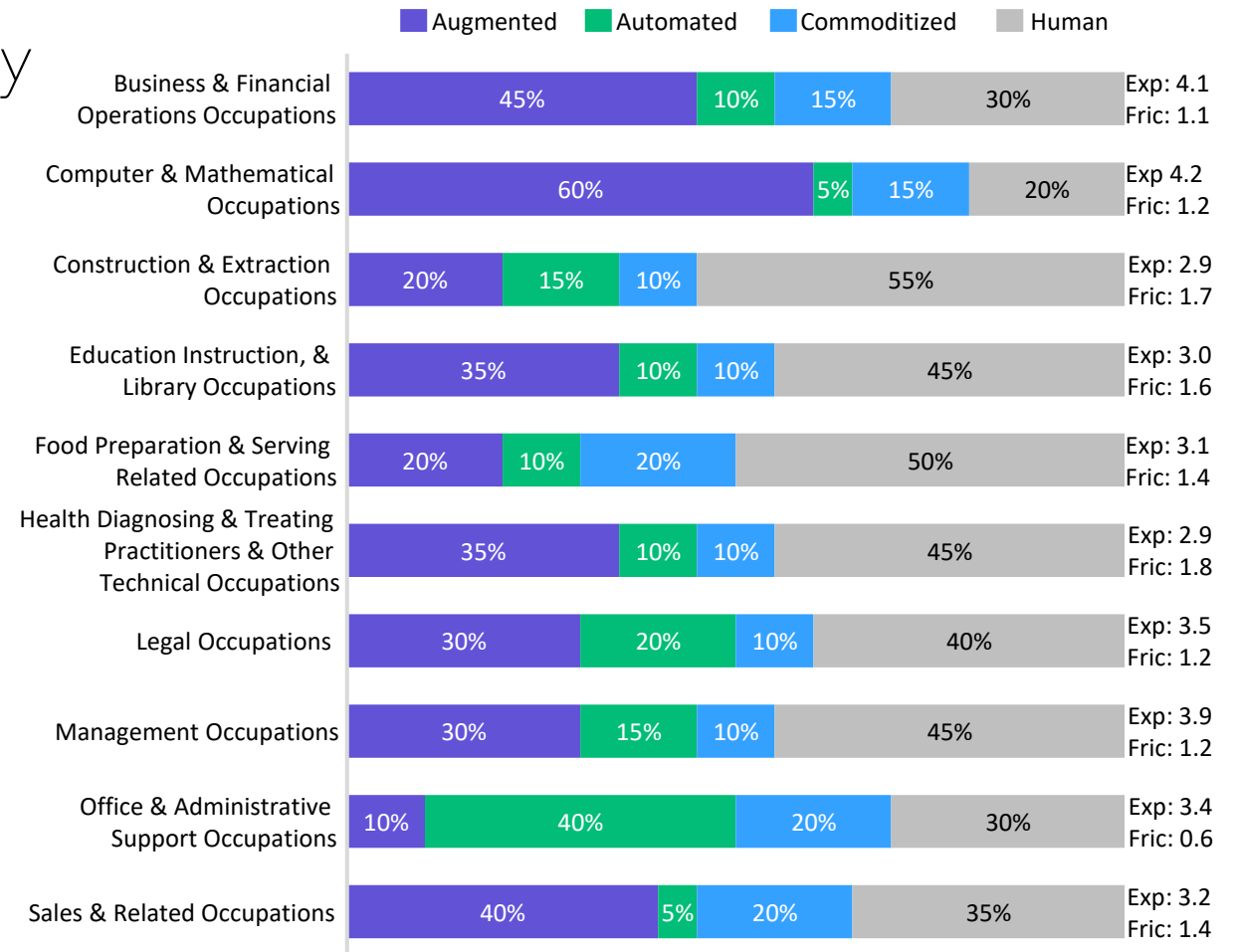
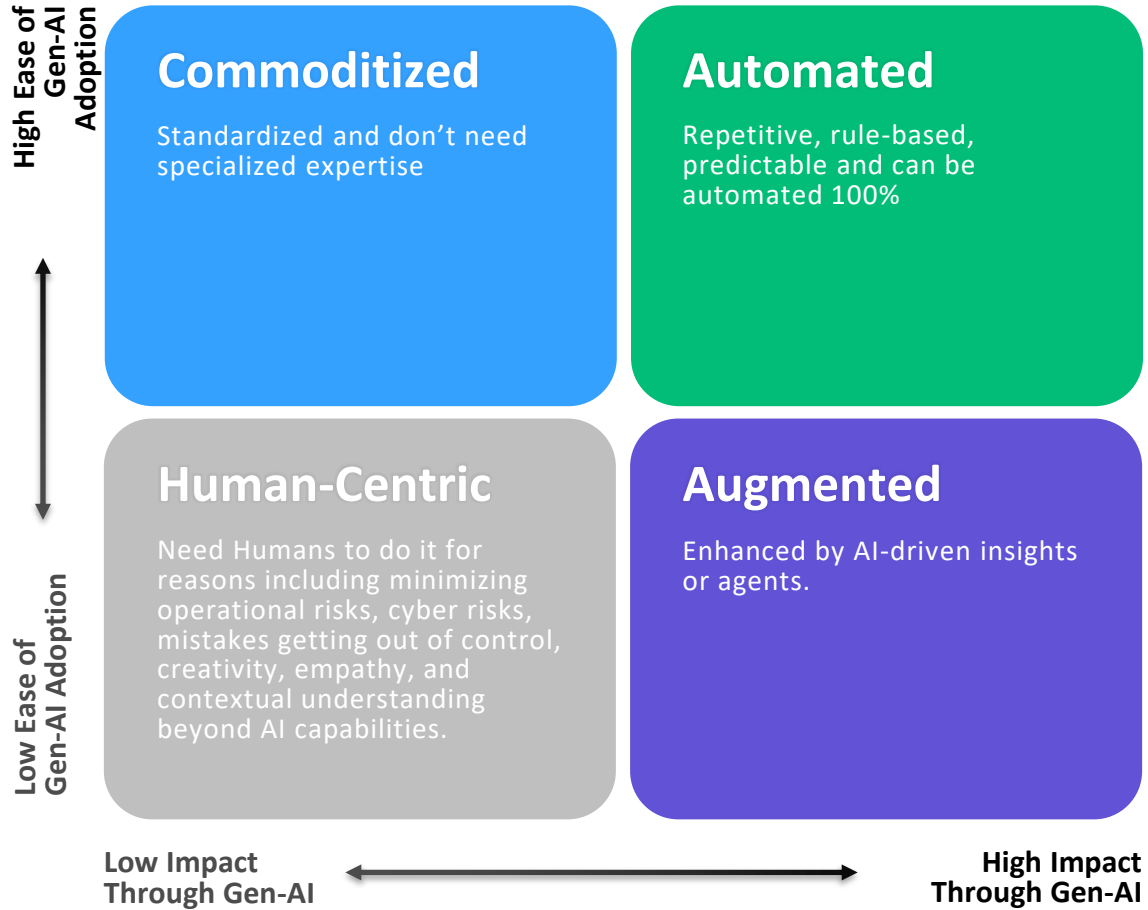


NYC 1918



The 4 Archetypes for Gen-AI Integration

Galent's Role Transformation Strategy



Exposure Score Extent to which GenAI can transform, automate, or enhance a particular skill or task
Friction Score Level of difficulty involved in integrating GenAI tools and workflows into existing processes and practices for a given skill

Full Stack Developer: A Sample

Subroutines by Category

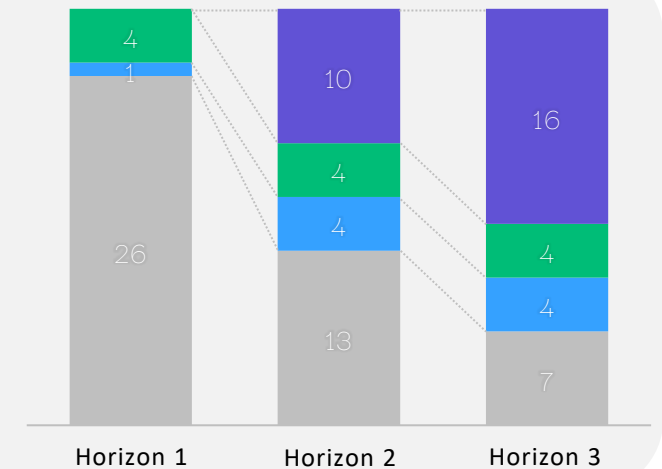
Database Management	Unit Testing & Debugging	API Design & Integration	Software Dev Frameworks
Cloud Services Integration	Performance Optimization	Security Best Practices	Mobile/Frontend Development
Code Quality & Refactoring	Secure Coding Practices	Agile Methodologies	Microservices Architecture
Serverless Architecture	AI/ML Integration	Blockchain Development	Quantum Computing
Software Deployment	DevOps & CI /CD	Low-Co/No-Co Platforms	GenAI-Powered Coding Tools
Programming Languages	Algorithms & Data Structures	Object-Oriented Programming	Version Control
Software Design & Architecture	Problem Solving	Communication	Collaboration
Time Management	Requirements Gathering	Stakeholder Management	

Skills by Transformation Archetypes

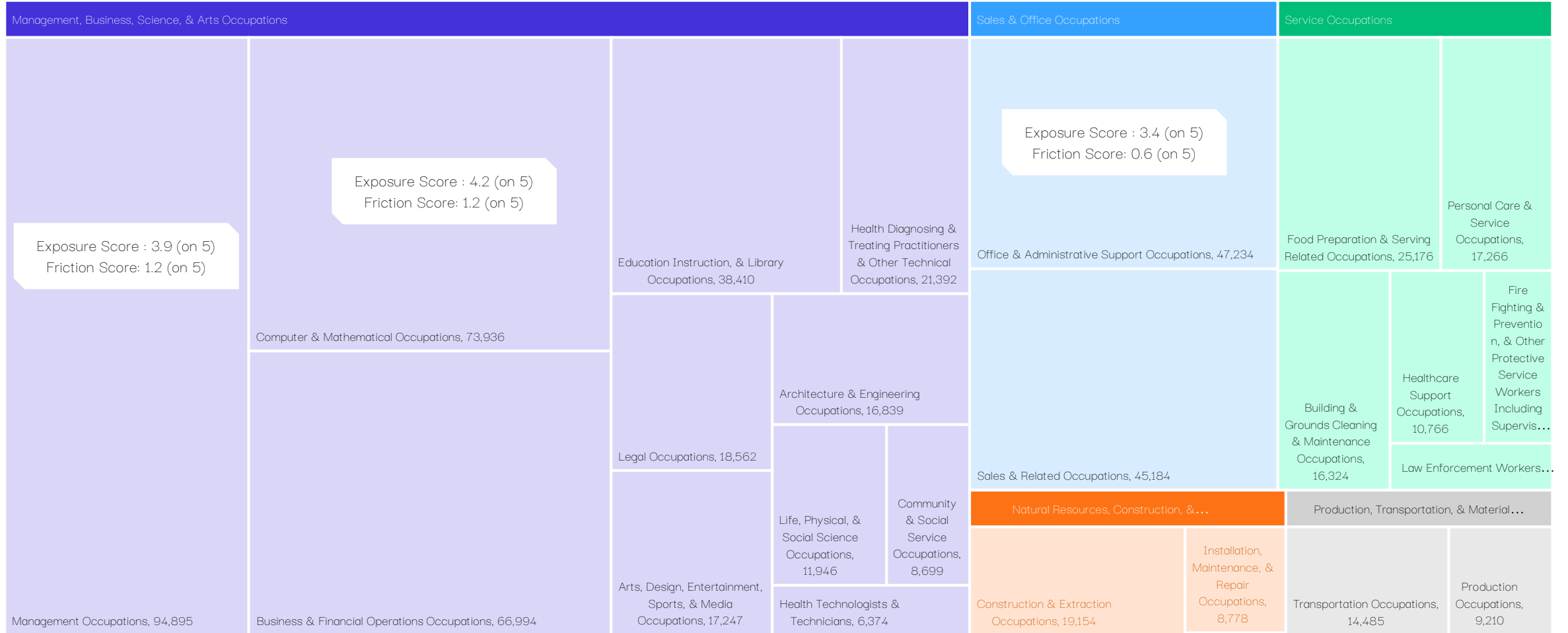


Skills by Transformation Horizons

- **Horizon 1:** Optimize the Current Workforce with AI
- **Horizon 2:** Expand Workforce Capabilities with AI
- **Horizon 3:** Transform the Workforce with AI Innovation



Employed Workforce by Occupation Groups



■ Management, Business, Science, & Arts Occupations
 ■ Natural Resources, Construction, & Maintenance Occupations
 ■ Production, Transportation, & Material Moving Occupations
 ■ Sales & Office Occupations
 ■ Service Occupations

Employment by Industries



Case Study: Impact on Productivity



Study Overview: Analysis of generative AI's impact (Conversational Assistants, in particular) on productivity using data from 5,179 customer support agents.

Raw Productivity Distributions, By AI Treatment



Productivity Boost:

- 14% average increase** in productivity (issues resolved per hour)
- 34% increase** for novice and low-skilled workers.
- Minimal impact** for highly skilled workers

Heterogeneity of AI Impact, by Skill and Tenure

A. Impact of AI on Resolutions Per Hour, by Skill at Deployment: Shows a positive impact for lower skill levels (e.g., 0-2 skills) and a negative impact for higher skill levels (e.g., 10+ skills).

B. Impact of AI on Resolutions Per Hour, by Tenure at Deployment: Shows a positive impact for lower tenure levels (e.g., 0-24 months) and a negative impact for higher tenure levels (e.g., 120+ months).

Varying effects of AI across different skill levels and tenure, emphasizing substantial gains for less experienced workers.

Knowledge Dissemination: AI tools disseminate best practices, accelerating the learning curve for newer employees.

Customer Sentiment and Employee Retention: Improved Customer Sentiment and Increased Employee Retention.

Worker Learning: Facilitated faster Skill Acquisition and Knowledge Sharing.



Implications: Generative AI democratizes expertise, bridging skill gaps and enhancing workforce productivity.

Source: [National Bureau of Economic Research - Working Paper by Erik Brynjolfsson, Danielle Li, Lindsey R. Raymond](#)



“

*Greater than the tread of mighty armies
is an idea whose time has come*

”

Victor Hugo

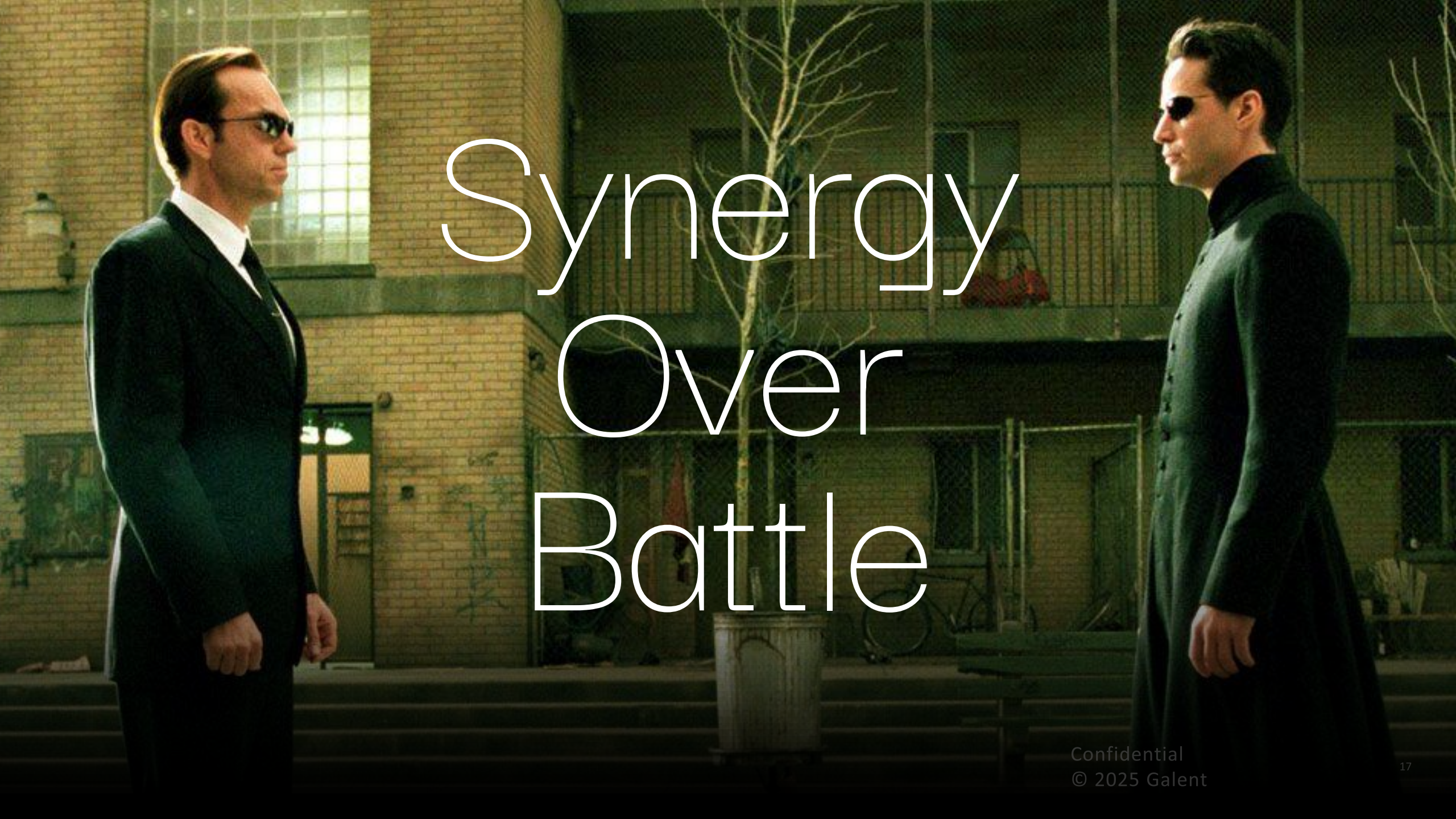


“

The real problem of humanity is the following: We have Paleolithic emotions, medieval institutions and godlike technology. And it is terrifically dangerous, and it is now approaching a point of crisis overall.

”

Edward Osborne Wilson

A cinematic still from the movie 'The Matrix' showing two men in black suits and sunglasses standing in a courtyard, facing each other. The man on the left is wearing a white shirt and tie, while the man on the right is wearing a high-collared coat. The background features a brick building with a window and a tree in a planter.

Synergy Over Battle

Thank You

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