

AI-Augmented Workforces

From Role-Based Execution to Intelligence-Amplified Performance

TALENT & DIGITAL TRANSFORMATION

STRATEGIC PROOF

A growth-oriented organization had invested in AI tools but failed to realize measurable productivity gains. AI adoption remained fragmented and inconsistent across teams, roles were still designed around full human execution, and there was no measurable link between AI usage and business outcomes. The result: an increasing gap between early adopters and the rest of the workforce.

⚠️ Core Diagnosis: The organization had deployed AI — but had not redesigned work around it. AI existed as a tool, not as an embedded intelligence layer.

Fragmented Adoption

Inconsistent AI usage across teams with no unified strategy or governance.

Role Misalignment

Roles still designed for full human execution, leaving AI value unrealized.

No Measurable Link

Zero visibility connecting AI utilization to actual business outcomes.

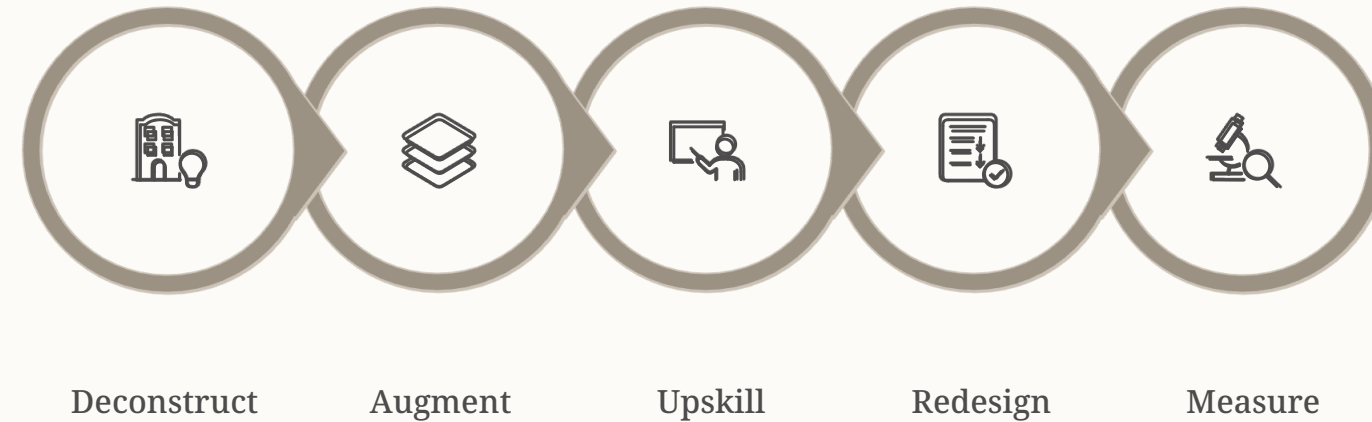
Widening Gap

Early adopters pulling ahead while the broader workforce fell behind.

The Fortis & Peak Intervention

Re-architecting Work into an AI-Augmented Operating Model

Fortis & Peak transformed the organization from tool adoption to intelligence-driven execution, embedding AI directly into how work is structured and delivered. The intervention followed five integrated phases, each building on the last to create a fully augmented operating model.



Each phase produced a concrete, operational deliverable — from a Task Architecture Map to an AI Augmentation Matrix — ensuring that transformation was grounded in measurable, real-world value rather than theoretical adoption.

- 1 Deconstruct**
Broke down priority roles into granular task categories — repetitive, analytical, creative, and decision-based — and mapped current effort distribution to expose augmentation opportunities.
- 2 Augment**
Classified tasks into Automate / Augment / Human-led. Integrated AI into high-impact workflows including analysis, content, and decision support, eliminating redundant manual processes.
- 3 Upskill**
Trained teams on applied AI usage within their actual workflows. Built capabilities in prompting, validation, and decision support — shifting mindset from tool usage to intelligence leverage.
- 4 Redesign**
Rebuilt workflows around human-AI interaction loops, reducing process friction and cycle times while embedding real-time insights directly into execution layers.

Quantified Impact

The AI-Augmented Operating Model delivered measurable, significant results across knowledge-intensive roles and core business functions. The transformation moved the organization from fragmented experimentation to embedded, outcome-driven performance at scale.

2–4x

Output Increase

Across knowledge-intensive roles following full augmentation deployment.

50%

Faster Task Completion

30–50% reduction in task completion time across augmented workflows.



Decision Velocity

Significant acceleration in decision-making cycles across core functions.



Headcount Dependency

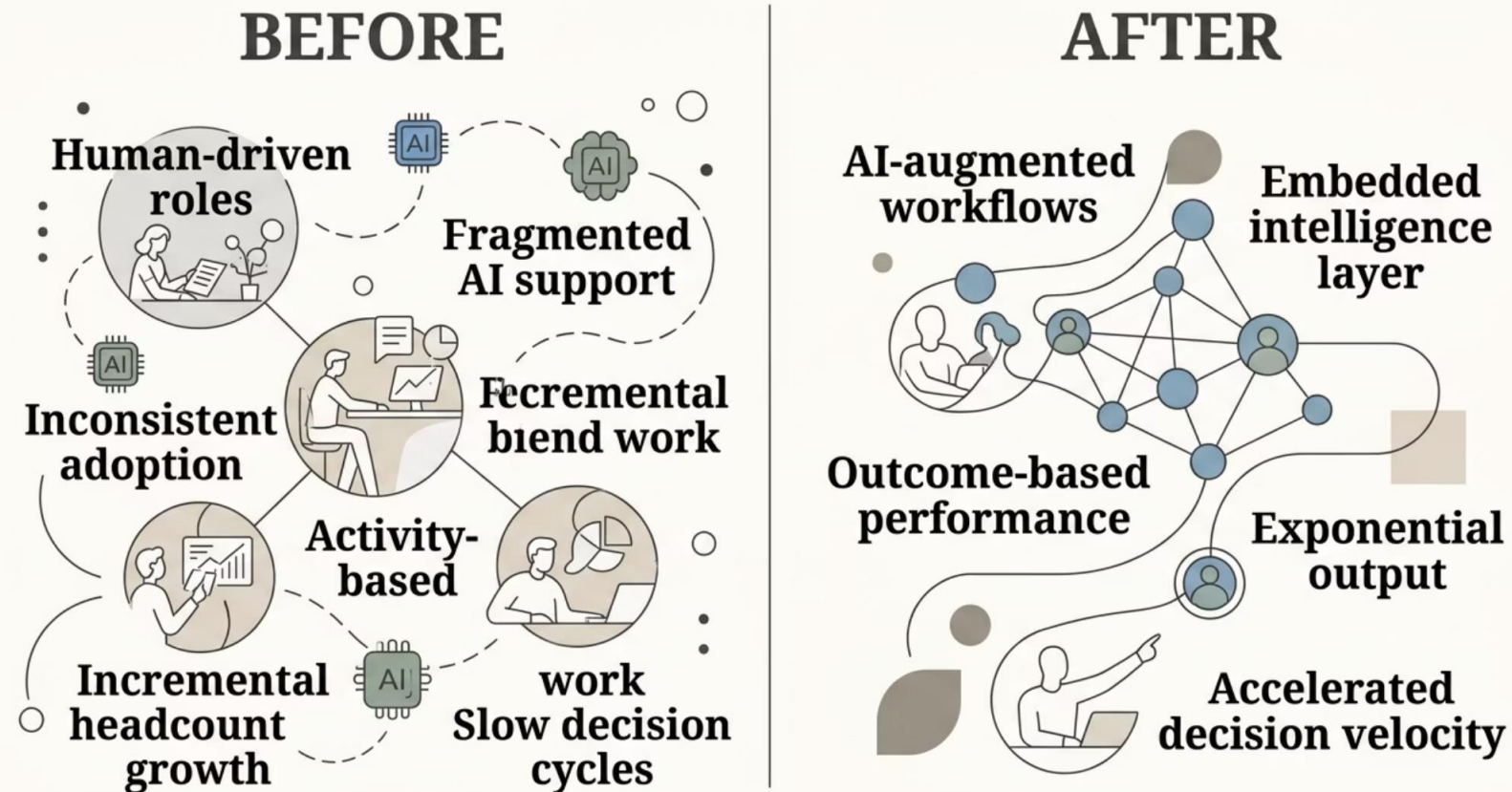
Reduced reliance on incremental headcount growth to scale output.

✔ **Strategic Outcome:** The organization transitioned from AI experimentation to a fully augmented workforce model — unlocking sustainable productivity advantage, faster execution and innovation cycles, and higher-value human contribution with less routine and more judgment-driven work.



Before vs. After: The Transformation

The shift from a human-driven, tool-fragmented model to a fully AI-augmented operating model represents a fundamental redesign of how work gets done — not just how tools are used.



"We do not implement AI tools. We redesign how work gets done."— Fortis & Peak

The Old Model

- Roles built for full human execution
- AI as an optional, peripheral tool
- Productivity measured by activity
- Scaling requires more headcount

The Augmented Model

- Roles redesigned around human-AI loops
- AI embedded as an intelligence layer
- Productivity measured by outcomes
- Scaling driven by intelligence leverage

The Fortis & Peak Differentiator

EXECUTIVE TAKEAWAY

Most organizations treat AI adoption as a technology initiative. Fortis & Peak treats it as a workforce architecture challenge. The difference is the difference between incremental efficiency and exponential performance. By deconstructing roles, embedding intelligence layers, building AI fluency at scale, and redefining how productivity is measured, Fortis & Peak operationalizes AI as a core driver of business outcomes — not a supplementary capability.

The result is a workforce that doesn't just use AI — it thinks and executes with AI. Organizations that make this transition unlock sustainable competitive advantage: faster cycles, higher-value human contribution, and a structural reduction in dependency on headcount growth to scale.



Work Redesign

We deconstruct roles and rebuild workflows around human-AI interaction loops for real operational value.



Intelligence Embedding

AI is integrated as a structural layer — not bolted on — driving measurable shifts in execution speed and quality.



Outcome Measurement

AI-adjusted productivity metrics link utilization directly to business performance, not just activity.



Call to Action: Move beyond AI adoption — build an intelligence-amplified workforce. Engage Fortis & Peak to operationalize your AI-Augmented Operating Model.

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Fortis & Peak
Shaping What's Next