

Bloor Research - Pre-Dinner Insight Note

AI and the Impact for the Future of People & Functional Change

Our latest research suggests that AI is not a technological story, it is a **Functional and Financial one**

Every organisation is now sitting inside a new system of value transfer:

Macroeconomic → Investor → Enterprise → Function → Individual

Understanding how the layers connect has become the defining leadership challenge of our time.

The Top-Down Pressure: The New Economic Context

At the top of the system, we are witnessing a **silent economic war for \$115 Trillion of global GDP**.

Nations are competing for AI advantage. Digital workers' pay no **income tax, NI, or VAT**, which means national revenues are falling even as productivity rises.

That loss travels downward, from sovereign budgets to shareholder expectations and corporate funding models, creating new volatility for every board and investor.

The Bottom-Up Reality: People and Functions

At the same time, AI is transforming the **functional core** of the enterprise. Every function: Finance, HR, IT, Operations, is being reshaped by automation, augmentation, and digital twins.

The journey begins with people: From "Human in the loop" to "**AI in the loop with the human.**"

This evolution gives rise to what Bloor terms **Original AI (OAI)**. The creation of **human-anchored digital** twins that extend an individual's capability far beyond the traditional **2000-hour working year**.

These digital twins capture knowledge, and decision logic, forming the foundation of the next-generation workforce.

The Trust Chain

But the biggest question remains: **Can we trust AI if we do not trust the AI model that governs it?**

For decades, organisations have pursued cost-reduction without solving cost at root cause.

The measure of an operating model is solved at root cause.

Recurring symptoms, rising cost, functional duplication, slow change, show that most models still fail that test.

AI, when properly designed, finally allows leaders to address those root causes and to re-financially engineer both labour and technology from fixed cost to variable capital.

The Conversation Ahead

At the C-Suite Leadership Dinner, we will explore this from both directions:

- **Top-Down**, the macroeconomic and investor lens, how AI alters taxation, investment, and competitiveness.
- **Bottom-Up**, the people and functional lens, how human and digital workers fuse, and how functions can operate in a permanent state of reinvention.?

The discussion will take place under **Chatham House Rules**, allowing leaders to speak freely, as citizens, executives, and investors, about what this revolution truly means for their people, their organisations, and their economics.

A Question to Bring with You

- **Does AI change everything or only what you let it?**

Your answer will shape both the conversation and your operating model.