Humans + AI: Core patterns for organizational redesign
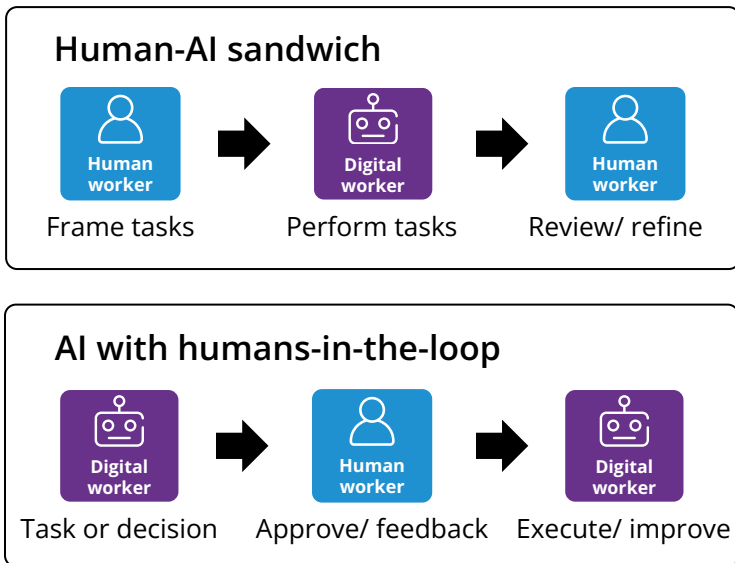
Worker value shifts

Automation

Human worker

→ Substitution

Digital worker

Productivity

Human worker

Task allocation

Human worker   Digital worker

Augmentation

Human worker

↑ Cognitive support

Digital worker

Traditional workflows

Human workflows

Human worker → Human worker → Human worker → Human worker

Process automation

Human worker → Process automation → Process automation → Process automation
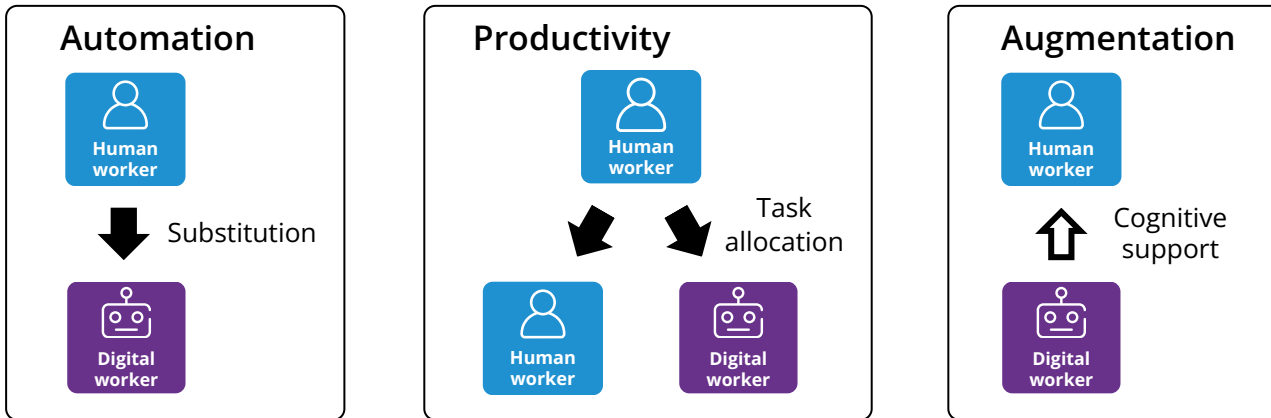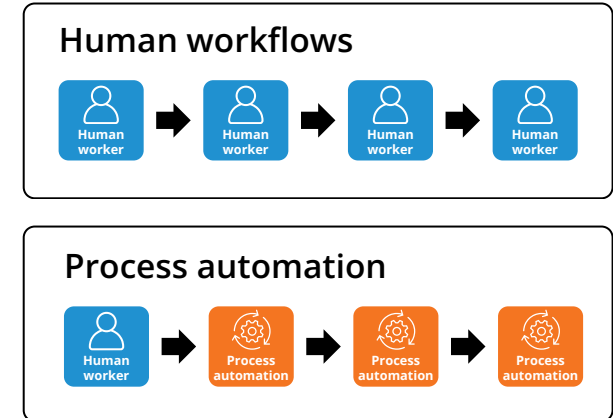
Elemental Humans + AI workflows

Human-AI sandwich

Human worker → Digital worker → Human worker

Frame tasks   Perform tasks   Review/ refine

AI with humans-in-the-loop

Digital worker → Human worker → Digital worker

Task or decision   Approve/ feedback   Execute/ improve

High-performance Humans + AI workflows

Dynamic work orchestration

Digital worker   Digital worker   Human worker   Digital worker   Digital worker

Human worker   Orchestrator   Digital worker

Digital worker   Digital worker   Digital worker   Human worker

Digital worker   Digital worker   Digital worker   Digital worker

Human worker   Digital worker   Digital worker   Human worker