Levels of Humans + AI in Organizations

	Overview	Features	Success factors
Ecosystem Value Co-creation	Cross-organizational network of human experts and autonomous agents co-creating solutions and value across boundaries.	• Processes for clear shared objectives • Trust-anchored agent standards • Multi-party co-development sandbox • Human expertise embedded in loop	• Unified cross-partner trust framework • Fair value-sharing mechanisms • Ecosystem-wide upskilling programs • Strong orchestration & governance
Evolutionary Enterprise	Self-adapting enterprise where human and AI insight continually sense change, reconfigure structure, and amplify value.	• Codified human-AI decision rights • AI-driven role-evolution insights • Dynamic capability marketplaces • Proactive ethical-impact monitors	• Agile adaptive governance cycles • Experimentation-encouraging culture • Enterprise upskilling flywheel • Incentives that reward adaptation
Fluid Talent	An AI marketplace matches projects to the best blend of employees, contractors, and bots, while maximizing human learning.	• Live dynamic skill passports • Learning-centered project design • AI-optimised task matching • Career-growth oriented marketplace	• Positioned as opportunity engine • Diverse, flexible reward models • Continuous upskilling and recognition • Workforce-planning alignment
Learning Communities	AI-curated peer circles transform daily work artefacts into collective lessons and evolving expertise.	• Co-learning between humans and AI • Peer-to-peer learning networks • Enterprise-wide skills ontology • AI-guided personalized pathways	• Open knowledge-sharing culture • Clarify on how learning is shifting • Seamless L&D system integration • Human-centred oversight norms
Human–AI Hybrid Teams	Compact swarms where tasks are split across humans and specialized AI agents that learn and iterate together.	• AI-driven task orchestration • Agents aligned to team norms • Team learning loops • Realt-time shared dashboards	• Clear task-owner matrix • Adaptive human-AI role shifts • Joint performance KPIs • Psychological safety rituals
Augmented individuals	AI augments memory, reasoning, creativity, and wellbeing, making every employee a faster, sharper thinker.	• Human-AI role complementarity • Frictionless workflow integration • Context-aware micro-coaching • Privacy-preserving architecture	• Intuitive multimodal interfaces • Foundational prompt-craft skills • Transparent reasoning trails • Embedded human-oversight culture