

How AI Can Help Leaders Build Better Teams

Giving every leader the tools to
build better teams, faster



Today's speakers



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The aim of today



How leadership hiring is evolving

Why traditional recruitment processes are too slow

Where AI is changing the game

How Gen AI can redesign workflows to be more effective

How the best businesses are hiring AI talent

Sourcing smarter, thinking broader, delivering faster

How to drive faster, more aligned hiring decisions

Use data-rich reports to get stakeholders on board — fast

AI Is Changing How Work Gets Done — Not Just How Fast

Most organisations are using AI to improve individual tasks:

→ write faster, analyse faster, create faster

But the real value comes from restructuring workflows

→ changing when decisions are made

→ changing how work is sequenced

INSEAD & Harvard Study shows workflow redesign provides significant uplift

Field experiment across 500+ companies found:

All firms had the same tools → half were shown how to apply AI across workflows.

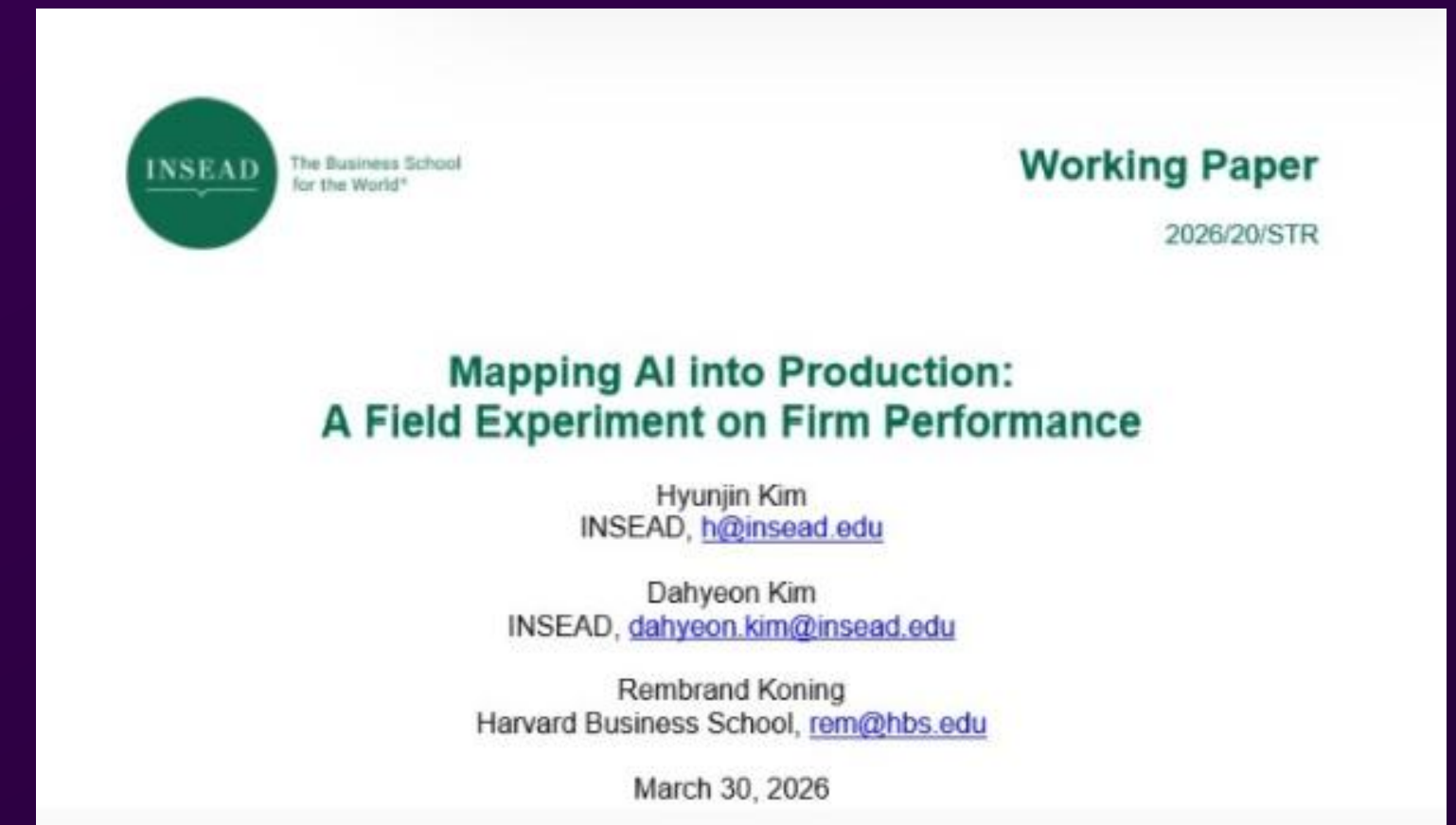
Results:

+44% more AI use cases identified

+12% more tasks completed

+18% higher likelihood of acquiring customers

1.9x revenue growth



Performance Improved When Workflows Were Redesigned

High-performing companies didn't just automate tasks

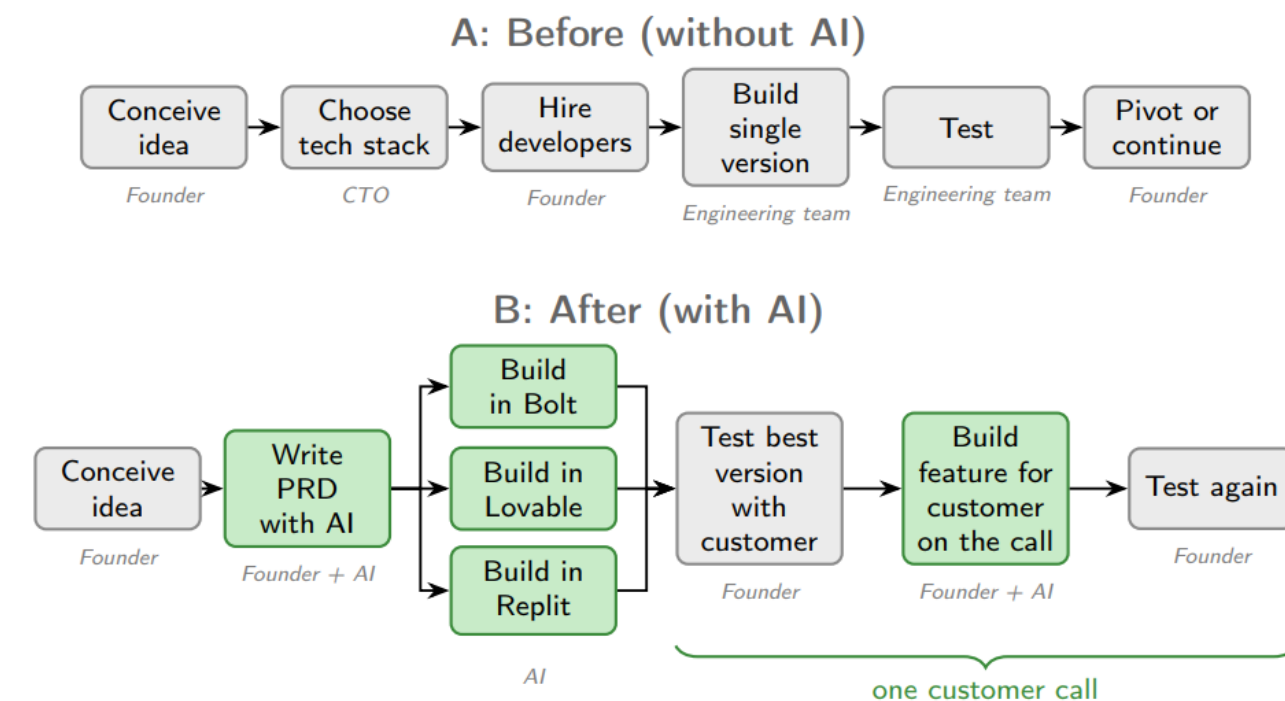
They:

- Applied AI across multiple steps
- Removed bottlenecks across the workflow
- Redesigned how work flows end-to-end

Partial automation = limited impact

Workflow redesign = compounding impact

Figure 2: Diagram illustrating the Ryz Labs session on parallel prototyping with AI.



AI Shifts the bottleneck. And that shifts the capabilities you need

AI increased output without increasing labour

But the constraint moved:

From execution → to decision-making and coordination

Firms that identified new bottlenecks early → outperformed significantly

Understanding the common failure modes in executive hiring helps guide workflow redesign

- Brief is an over specified wish list
- Can't find the right blend of skills
- Talent pool isn't large enough
- The candidate profile isn't understood well enough
- No weighting of priorities
- People you want are out of budget
- Role isn't attractive enough

Workflow update should:

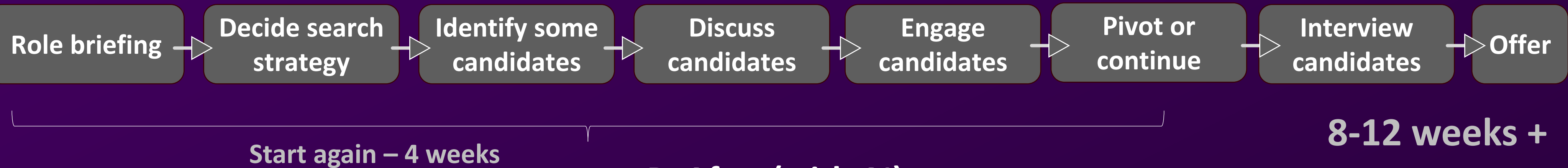
Deliver market data faster

Align hiring manager and recruiter better

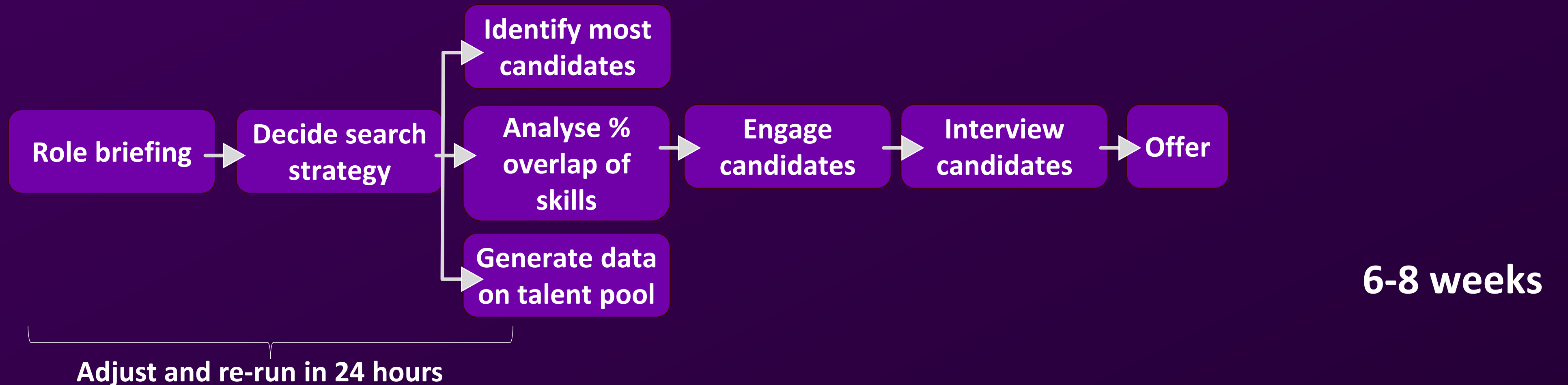
Build bigger candidate pipeline if required

How do you therefore improve the hiring workflow?

A: Before (without AI)

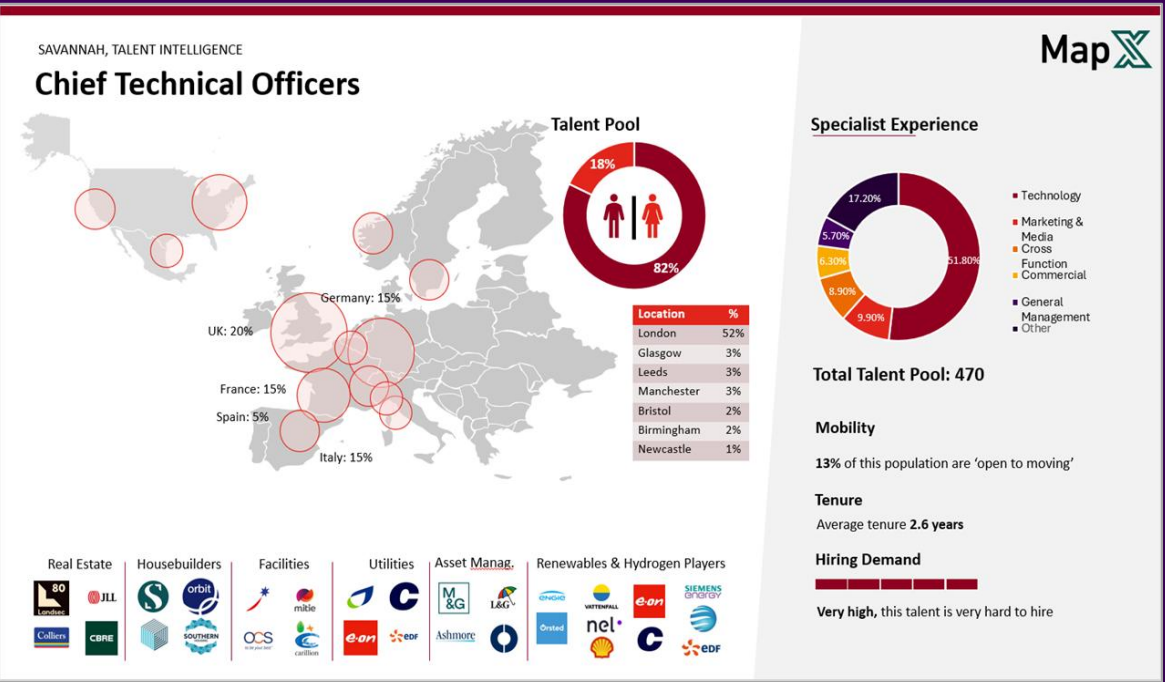


B: After (with AI)



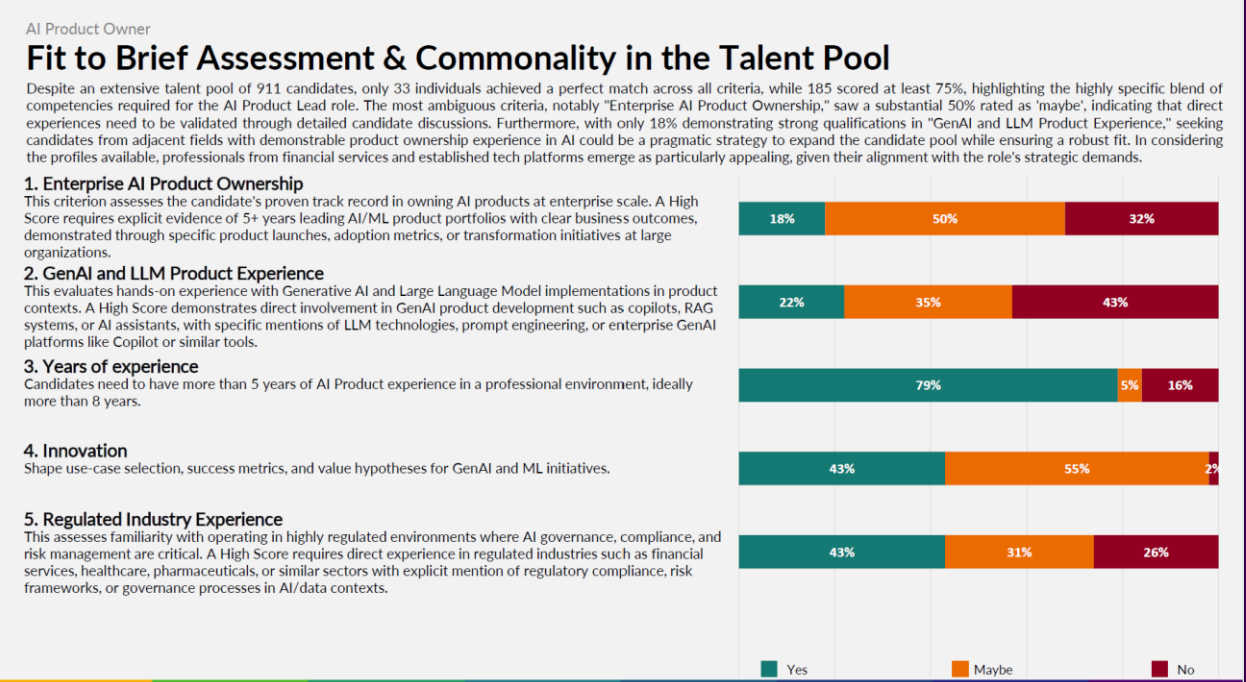
This AI led approach avoids key decisions being made too late

Market data, insights, candidate profiles and recommendations shape the candidate brief for success



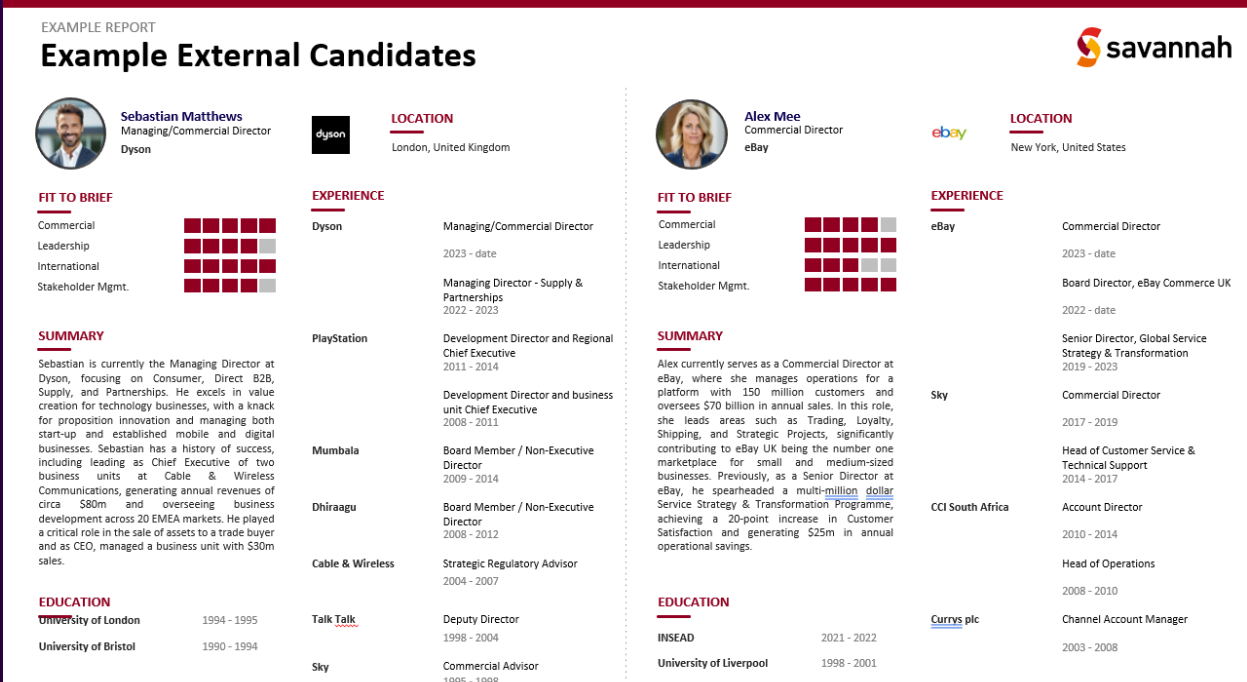
Role Specific Data

- Size of talent pool
- Diversity and accessibility
- Top company targets



Assessing Viability

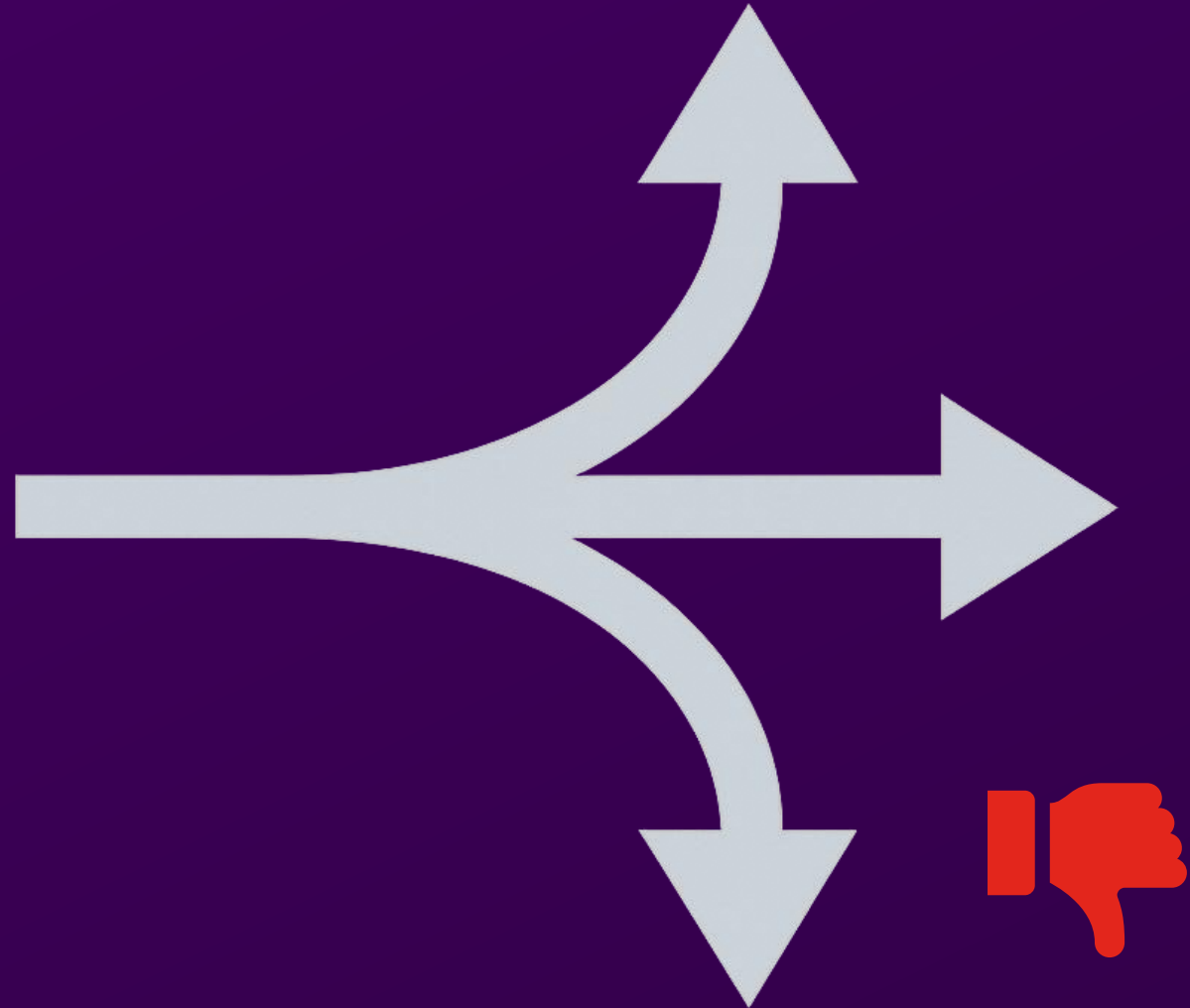
- Commonality of skills/experiences
- Rarity of skills combinations
- Filtering nice to have vs must have



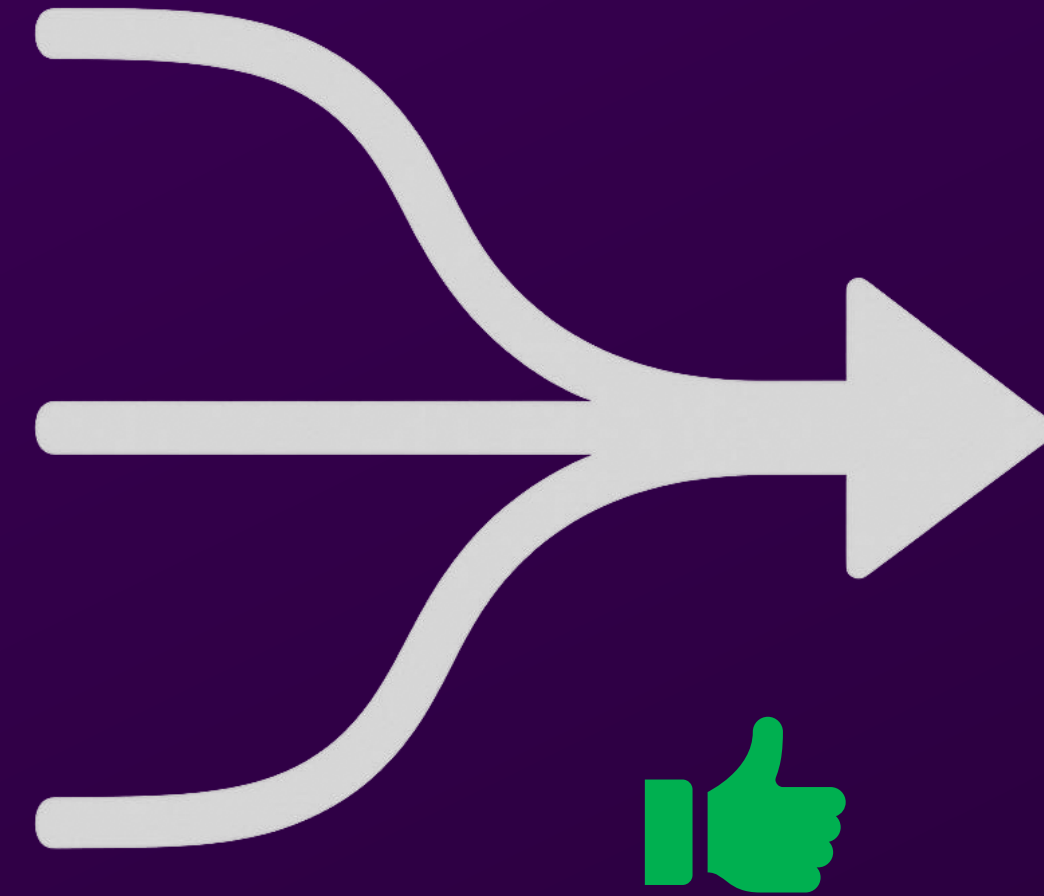
Calibrating on Candidates

- Bringing the talent pool to life
- Their fit to the brief
- Helps align and give confidence

We've already adopted this model and seen significant improvements



20% to 30% of Executive Searches are cancelled due to misaligned or unrealistic requirements



Understanding the market first reduces Search time by 3-4 weeks

What about hiring for AI talent?



What about hiring for AI talent?

Based on:

- **~2,000+ senior AI profiles**
- **~500+ companies**
- **5 distinct AI capability areas (product, architecture, engineering, strategy, implementation) across multiple mandates**

However:

- **Large UK&I pools shrink by 80–95% once requirements are applied**
- **Most hiring briefs combine 3–5 different capability areas**
- **The result: a visible market that is much narrower than you might expect**

Where does AI talent come from?

Archetype	What they do	Typical background
Enterprise AI Translator	Connects AI capability to real business value and drives adoption across the organisation	Large corporates, telecoms, digital transformation roles
AI Platform Builder	Designs and builds scalable AI systems, infrastructure and tooling	Hyperscalers, AI-native companies, software firms
AI Product Operator	Turns AI capability into usable products with clear roadmaps and commercial outcomes	SaaS, platforms, financial services
AI Governance Architect	Ensures AI systems are safe, compliant and scalable within complex environments	Cloud providers, regulated industries, enterprise tech
Transformation Integrator	Embeds AI into operations, driving change, execution and organisational adoption	Consulting, systems integration, large corporates

What are the common traps when hiring AI talent?

1. It's an overlap problem

- Talent sits across tech, consulting, and corporates
- Few individuals combine technical depth + enterprise execution

2. The best AI profile ≠ the best enterprise hire

- Hyperscaler talent is strong technically
- But large organisations need influence, navigation, and change delivery

3. The role often narrows the market before the search starts

- Reporting lines, scope and mandate matter
- Misaligned roles reduce viable candidates before outreach begins

What this means for you

- 1. Don't run the wrong search slower, run the right search from the start**
- 2. Recruitment/HR teams become partners, not brief-takers**
- 3. More broadly, re-imagine workflows with AI**
- 4. When hiring for AI talent – think of the archetype you need and where to go**

Q&A