

DIVISION OF LABOR: AI OR PEOPLE

Delegating has always required clarity about what is being handed off and what isn't. When adding AI into the mix, that clarity matters even more.

<u>Type of Work</u>	<u>AI's Role</u>	<u>Human's Role</u>
Low-risk, repeatable work	Draft, summarize, organize	Review for accuracy
Analytical work	Identify patterns, compare options	Interpret meaning
Communication work	Create first drafts, adjust tone	Ensure context and judgment
People-sensitive work	Prepare questions or talking points	Lead the conversation
Strategic work	Generate options and scenarios	Make the decision

Accountability needs to live with the person whose name, role, and relationships are on the line.

Where AI Shines:

- Summarizing information
- Drafting options
- Comparing alternatives
- Finding patterns
- Preparing first-pass analysis
- Creating meeting follow-ups
- Testing assumptions

Where People Are Needed:

- Accountability for final judgment
- Ethical implications
- Client-sensitive decisions
- People decisions
- Strategic tradeoffs
- Equity and inclusion impacts
- Quality of the final output