

Talent Connect Summit

BIG IDEAS SESSION | OCTOBER 22, 2025

How AI will create an age of Superworkers

We all know artificial intelligence will transform work and jobs, but what will the impact on individuals be? This session will explore the opportunity - and responsibility of HR! - to move beyond efficiency gains to growth and use AI to drive employee experience, outcomes, productivity, and performance.



SPEAKER

Michael Andolina

VP Advisory & Client Success, The Josh Bersin Company



Host

Cait Rogan

Snr. Marketing Manager, Exec Engagements, LinkedIn

Artificial intelligence is ushering in an "Age of Superworkers," fundamentally transforming work, jobs, and the HR function. Organizations need to move beyond efficiency gains and leverage AI for growth, employee activation, and dynamic organizational design.

Straight from the Speaker:

"AI is not a job replacement tool, it's a superworker empowerment tool. Strategic, top-of-license, and more meaningful work." - Michael Andolina

Key Takeaways:

- The shift from traditional talent management to talent density and dynamic organizations means breaking down silos, democratizing skills, and continuously aligning people to strategic opportunities.
- HR must evolve from service delivery to strategic consultancy, leading organizational change, reskilling for the AI era, and activating employees to shape outcomes.

Practical Tips & Actions:

- Launch targeted programs to prepare employees for AI-driven roles and foster continuous learning, addressing the 77% of workers who want development for the AI era.
- Move beyond legacy job architectures—adopt agile, skills-powered models and leverage AI to optimize team structures, career mobility, and employee experience.