

The background image is a blue-tinted photograph of a futuristic office or laboratory. In the center, a humanoid robot with a white and grey body and a helmet-like head is holding a small, dark, crystalline object in its hands. To the left, two women in business attire are looking towards the robot with interest. To the right, a man in a suit is also looking at the robot. The overall atmosphere is one of collaboration and technological advancement.

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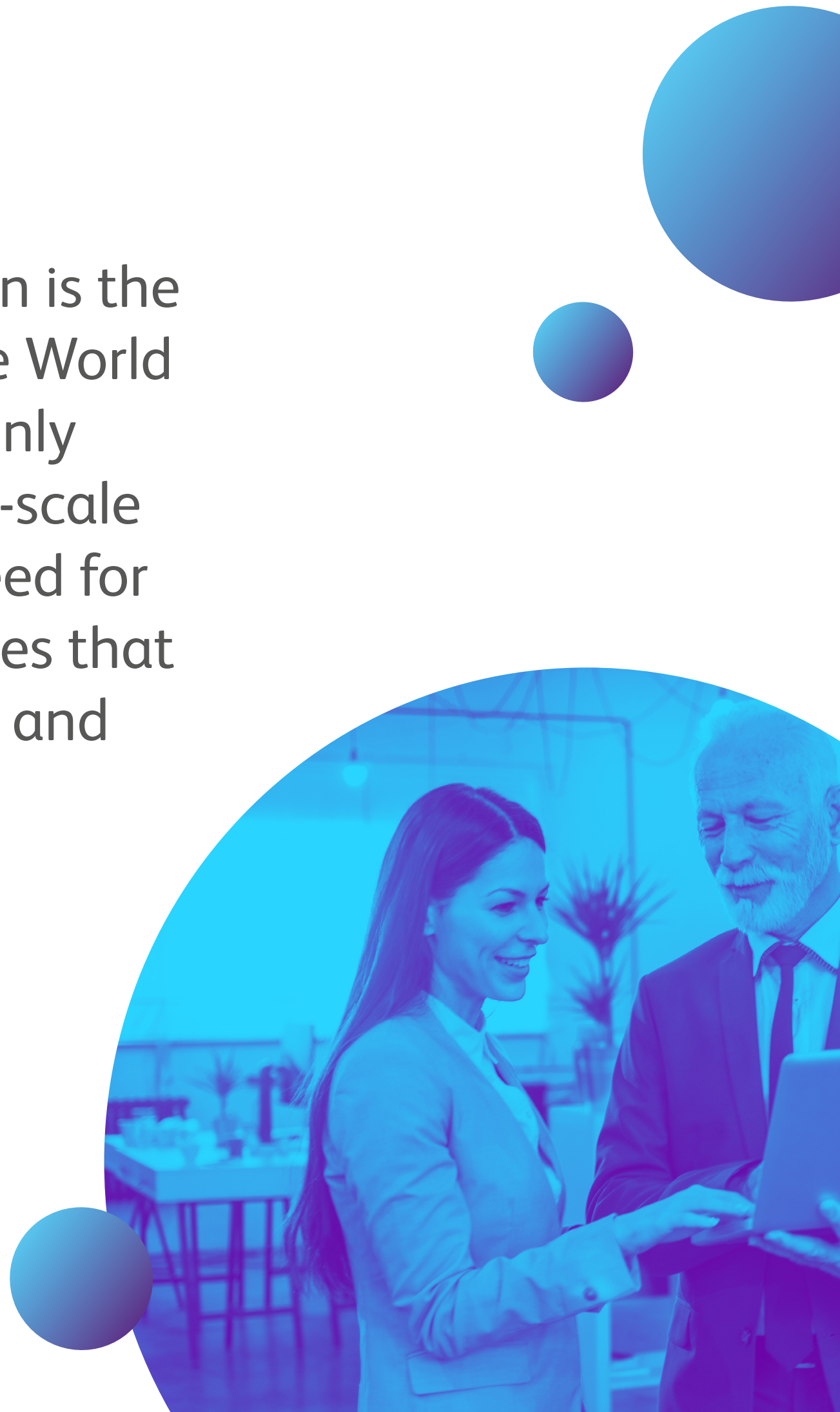
From fear to empowerment: Middle managers as catalysts in AI-driven transformation

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Current state of AI adoption

A significant barrier to AI adoption is the lack of an AI-ready workforce. The World Economic Forum highlights that only 2% of firms are prepared for large-scale AI adoption*, underscoring the need for comprehensive workforce strategies that encompass talent transformation and responsible AI practices.

*World Economic Forum. (2025) - Unlocking human potential: Building a responsible AI-ready workforce for the future.



C-suite perspective on the current state of AI adoption

64% of the organizations reported conducting regular training sessions to ensure a smooth AI adoption process. Despite prioritizing training, only 35% of the organizations globally have a dedicated change management team to oversee the transition to AI adoption.



Generative AI transformation is bringing both hopes and fears



"GenAI boosts productivity by automating tasks, enhancing job satisfaction and skills".



"GenAI threatens job security, causing resistance and uncertainty among employees".

Employees who perceive their jobs are threatened by AI are 27% less likely to remain with their organization.

*Gartner (2024). How Generative AI Will Impact the Future of Work.

Leadership in AI-driven workplace

AI's impact on the workplace:

As AI-driven transformation reshapes the workplace, middle managers role is more critical than ever.

The critical role of middle managers:

While some argue that AI-driven automation and flatter hierarchies are diminishing the need for middle management, this perspective overlooks a crucial reality: AI does not replace leadership, it redefines it.



How middle managers can support AI-driven transformation

Utilize

Utilize reverse
mentoring

Embrace

Embrace the potential
of AI in their practices

Provide

Provide workforce
strategic outlook

Promote

Promote employee
AI literacy

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