

MAY 11, 2026 · SAPPHIRE ORLANDO

JULY 21, 2026 · TWO MONTHS LATER

AI is only *half* the equation.

*Technology is the easy half.
The half that matters is human.*

WHAT THE STAGE PROMISED

*"We are entering
the era of the
autonomous
enterprise."*

— SAPPHIRE 2026 KEYNOTE

THE STAGE WAS CROWDED:

SAP · Anthropic · NVIDIA · Palantir

TWO MONTHS LATER — THE NUMBERS

95 %

of enterprise GenAI pilots, no P&L impact

MIT NANDA 2025

84 %

haven't redesigned work around AI

DELOITTE 2026

21 %

have redesigned workflows

McKINSEY 2025

Three independent studies. One pattern.

LET'S PAUSE FOR A MOMENT.

*It looks like
a technology problem.*

It almost never is.

*600 million people work
with enterprise platforms
every day, worldwide.*

Each has a face. A name.

TWO INDEPENDENT HOUSES · SAME FINDING

BCG

10 % algorithm.

20 % data & tech.

70 % people & process.

PwC

20 % comes from technology.

80 % comes from the work.

THE HARDEST EVIDENCE

Not a survey. A controlled experiment.

+40 %

quality WITHIN
the capability frontier

−19 pp

more often wrong OUTSIDE
the frontier

*758 BCG consultants. Same technology.
Two entirely different outcomes.*

The variable: the human.

HARVARD · KARIM LAKHANI

*"AI won't
replace humans —
but humans **with AI**
will replace humans
without AI."*

HBR · AUG 2023

AFTER 30 YEARS OF GLOBAL
TRANSFORMATIONS

*5 of them in People Advisory
at EY, I know:*

**The question is never
whether the tech works.**

THE QUESTION IS:

**How do we turn the
affected
into the involved?**

FOUR DIMENSIONS, ONE CORE

V alue · the core

I ntent · why, before the tool

T rust · the real adoption curve

A lliance · one team, not two halves

L eadership · what the machine can't lead

VITAL — the missing half.

In full at themissinghalfofai.com.

STARTING NEXT WEEK

12 weeks.
4 dimensions.
One series.

One hypothesis a week.

One question for you each week.

TO OPEN:

**Where have you turned the
affected into the involved?**

FOLLOW · COMMENT · THINK ALONG