

AI didn't make
judgement cheap.

*It made the
evidence cheap.*



01 · INTENT

95 %

of enterprise GenAI pilots show
no measurable P&L impact

Not because of the models.

MIT NANDA · STATE OF AI IN BUSINESS 2025

**Name the number
before the tool.**

“The model was never the variable.”

— TAHIR HAMEED

02 · LEADERSHIP

92 % vs 62 %

report productivity gains where AI strategy is communicated clearly — vs. where it isn't

EY AGENTIC AI WORKPLACE SURVEY 2025

**A name under the impact,
not just the delivery.**

“We need inspired leaders working together with an aligned goal to synchronise strategy, operations and people.”

— PETER WHEALY

03 · TRUST

66 % / 46 %

use AI regularly / are willing to trust it

KPMG / UNIVERSITY OF MELBOURNE 2025

**Trust follows people,
not accuracy.**

*“People stop being afraid of a tool once they can see
where their own authority survives it.”*

— RAJ KUMAR

04 · ALLIANCE

84 %

haven't redesigned jobs or workflows around AI

DELOITTE · STATE OF AI IN THE ENTERPRISE 2026

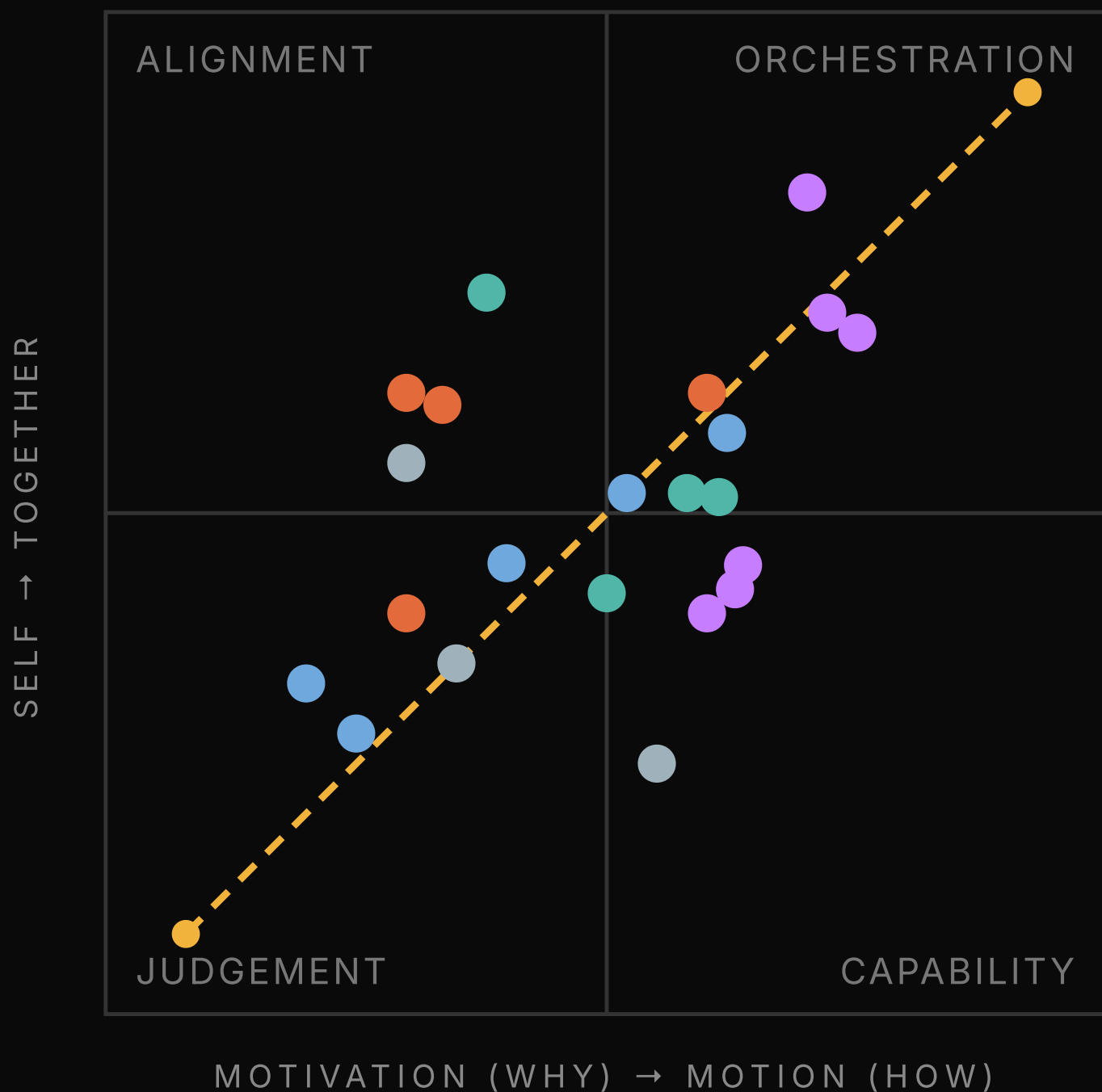
Decide who does which half.

“Redesigning the work around them [...] means redesigning people, incentives and habits, and none of those ship with an API.”

— KATHARINA OBINGER

Twelve weeks.

One picture.



● Intent ● Leadership ● Trust ● Alliance ● Voices

The diagonal is the missing half: individual judgement, joined to collective doing. Much of the evidence touches it. Very little connects its two ends.

AFTER 30 YEARS OF TRANSFORMATIONS

**Data is the
foundation.**

*People are
the difference.*

*Not technology versus people.
But a foundation isn't a house.*

Recognition still costs what it always cost:
someone with authority has to look, and
respond.

**What's changed: nobody can say they
couldn't have seen it.**

So let me look, and respond. Thank you,

Tahir Hameed

Peter Whealy

Raj Kumar

Katharina Obinger

*And Dr. Christiane Dithmar, who asked
the question I'm still working on.*

And everyone who pushed back.

Two halves. *One whole.*

*The series ends here. The work doesn't.
That sentence about evidence is what
I'll keep writing about.*

V · I · T · A · L

VALUE AT THE CORE

THE FULL PICTURE →

themissinghalfofai.com/matrix