

Mind the (trust) gap! What to do if your boss has unrealistic AI expectations

When you work in tech, there's a misconception that tech bosses are tapping into the latest technologies to streamline processes or are tuned into groundbreaking advances and poised to implement new strategies at any moment.

Temps de lecture : minute

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However, the reality is that the vast majority of business leaders are resisting any kind of change in terms of AI. So much so, a *new report by Workday* has established that 93% of employees and business leaders have concerns about implementing AI in the workplace in a more formal and structured capacity.

So why the disconnect?

3 jobs hiring across the UK

- *Product Manager (Technology), Finning International, Cannock*
- *Atlas Support Manager - Technology, Forvis Mazars*
- *Principal Technology Development Engineer, BAE Systems, Barrow-in-Furness*

“It’s important that we recognise AI upskilling is not only a technical problem. It’s also cultural,” says Daniel Pell, vice president and country manager, UKI at Workday.

“In fact, one of the biggest barriers to AI adoption today is trust. This trust gap can only be overcome through clear communication of AI’s use alongside strategic implementation in areas that benefit employees and businesses.”

One of the easiest ways to bridge this gap is through training and upskilling which has been implemented as part of a wider AI strategy, as Pell explains.

“Training and upskilling are essential to get the most from AI. This technology breaks new ground for businesses, and it’s crucial that employees are given guidance on how to use it. They need to be shown how it works, the use cases it’s suited to, the benefits it offers – as well as a frank look at its limitations. Before rolling the technology out, businesses should start with developing a clear AI approach and guidelines.”

And for those who do implement AI tools in a forward-thinking way, the benefits are manifold: Workday’s latest research indicates that AI could unlock £119 billion worth of productivity annually across UK large enterprises. This would save individual employees the equivalent of 92 working days per year.

“Our AI & Productivity research shows that AI presents a productivity windfall to organisations thanks to the transformative number of hours it can save employees and leaders alike. For many organisations, this will give them the freedom to bolster flexibility – that could mean offering more choice over working hours or even implementing a shorter working week – which recent trials suggest can offer its own benefits,” adds Pell.

“However, such initiatives aren’t suited to all organisations – it’s up to each business to determine how they implement AI and what they do with the productivity boost it can offer.”

But what can you do if your employer isn't taking a proactive approach to AI and you're worried your skillset will quickly become redundant if you don't take action? After all, the World Economic Forum has warned that six in 10 workers will require training before 2027.

Upskill yourself

Taking matters into your own hands is the most obvious option and if your employer isn't offering AI upskilling onsite, there are plenty of online options or condensed one-day in-person courses available.

For example, General Purpose offers three-hour instructor-led professional courses in London. These half day slots have been designed to help attendees unlock AI's business potential. Additionally, Coursera's AI for Everyone course takes five hours in total to complete online.

Or for something a bit more robust and impactful, you could invest in the University of Oxford's Artificial Intelligence Programme which is delivered online over six weeks and requires 10 hours of self-paced study per week.

3 jobs to apply for

- Technology Sales Executive (Grad/Entry-Level), Softcat, Marlow
- Head of Controls Optimisation, NatWest, Edinburgh
- Key Account Manager, Epsilon, Kingston Upon Thames

However, if you feel as though your efforts won't be enough, it could be time to consider opportunities elsewhere. And if that is the case, the Maddyness Job Board is the perfect place to start your search.

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