

FutureFit: Human + AI Workforce Renewal Re-skilling People Program

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FutureFit: Human + AI Workforce Renewal Program

Re-skilling People, Not Replacing Them

Program Overview

The FutureFit: Human + AI Workforce Renewal Program is designed to re-skill and empower employees whose current roles are being transformed or displaced by artificial intelligence and automation. Rather than viewing AI as a force of replacement, this initiative positions it as a catalyst for renewal, helping individuals evolve their capabilities, stay employable, and remain valuable contributors to the organization's long-term success.

The program's central purpose is to retain talent through re-skilling, ensuring that the organization preserves its institutional knowledge, culture, and commitment to people while building a workforce that can thrive alongside intelligent technologies. It recognizes that although technology continues to evolve rapidly, it is the uniquely human capabilities, creativity, adaptability, empathy, and critical thinking - that will continue to define true success in the modern workplace.

Through a carefully balanced approach that combines strategic learning design, personalized coaching, and practical AI integration, the initiative enables individuals and teams to acquire new, relevant skills, transition into emerging roles, and build confidence in collaborating effectively with technology.

Ultimately, FutureFit aims to transform both people and organizations into resilient, future-ready ecosystems, where technological advancement leads not to job loss, but to human growth, engagement, and sustained employability - creating a culture that adapts to change and leads it with confidence and purpose.

Skilling and Re-skilling Program Framework

Vision

To create a future-ready workforce that combines human intelligence (creativity, empathy, strategic thinking) with digital fluency (AI, data, automation) - supported by personalized mentoring, coaching and continuous learning.

Program Phases Overview

Phase	Focus	Outcome
Phase 1: Discovery + Assessment	Understand current mindset, skills, and thinking preferences.	Individual and organizational baseline.
Phase 2: Strategy + Design	Build a tailored learning and re-skilling framework based on insights.	Custom program roadmap and competency model.
Phase 3: Core Training + Coaching	Deliver blended learning programs (human + AI skills).	Tangible upskilling and mindset shift.
Phase 4: Implementation +Integration	Embed learning in daily work, supported by mentoring and coaching.	Sustained behaviour change and adoption.
Phase 5: Evaluation + Evolution	Measure impact, refine continuously.	Continuous improvement and culture of learning.

Phase 1: Discovery + Assessment

Objectives:

- Establish baseline understanding of cognitive styles and learning preferences.
- Assess AI readiness, digital literacy, and soft-skill maturity.
- Identify critical skill gaps (organizational and individual).

Which tools we use: HBDI, Gallup CliftonStrengths, DISC or MBTI, and AI Readiness & Digital Literacy Assessments, and others ...

Outputs: Individual HBDI profiles, team maps, skills heatmap, and readiness dashboard.

Phase 2: Strategy + Design

Objectives: Define competency framework for the AI-empowered professional, align learning goals with strategy, design modular learning paths.

Key Competency Clusters:

- Human-Centered Skills: Emotional intelligence, critical thinking, creativity, adaptability
- Digital Fluency: AI literacy, prompt engineering, data literacy
- Leadership & Collaboration: Coaching, facilitation, communication
- Self-Mastery: Learning agility, resilience, mindfulness

Deliverables: AI + Human Skills competency map, individualized learning paths, and blended program design.

Phase 3: Core Training + Mentoring/Coaching

Format: Blended learning combining online modules, workshops, coaching, and on-the-job application labs.

Example Modules: Understanding AI, Human + AI Collaboration, Data-Driven Decision Making, Creative & Strategic Thinking (HBDI-informed), Mentoring/Coaching Conversations for Leaders, Change Agility and Growth Mindset.

Coaching Integration: Our certified coaches guide reflection and tailor sessions based on HBDI quadrants.

Phase 4: Implementation + Integration

Actions: Pilot cohorts, learning communities, integrate learnings into KPIs, introduce AI mentoring tools.

Coaching Rhythm: Monthly 1:1s for leaders, bi-weekly group sessions, AI-supported reflection tools.

Phase 5: Evaluation & Evolution

Measurement Framework: Engagement, Capability Growth, Behavioral Change, Business Impact.

Continuous Improvement: Annual review of skills taxonomy, refresh modules, and promote internal trainers.

Recommended Starting Points

1. Start with HBDI across your staff to map thinking patterns.
2. Run an AI readiness survey alongside it.
3. Facilitate an executive workshop to co-design the re-skilling strategy.
4. Launch a 6-month pilot program (30–50 participants).
5. Measure → Refine → Scale.

Optional Add-ons

- AI Coaching Companion (custom chatbot)
- Digital Learning Platform Integration (LinkedIn Learning, 360Learning)
- Certification Pathway: AI-Empowerment

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