



Human Scale AI

Making sense in the AI era?

An unscripted, interactive discussion

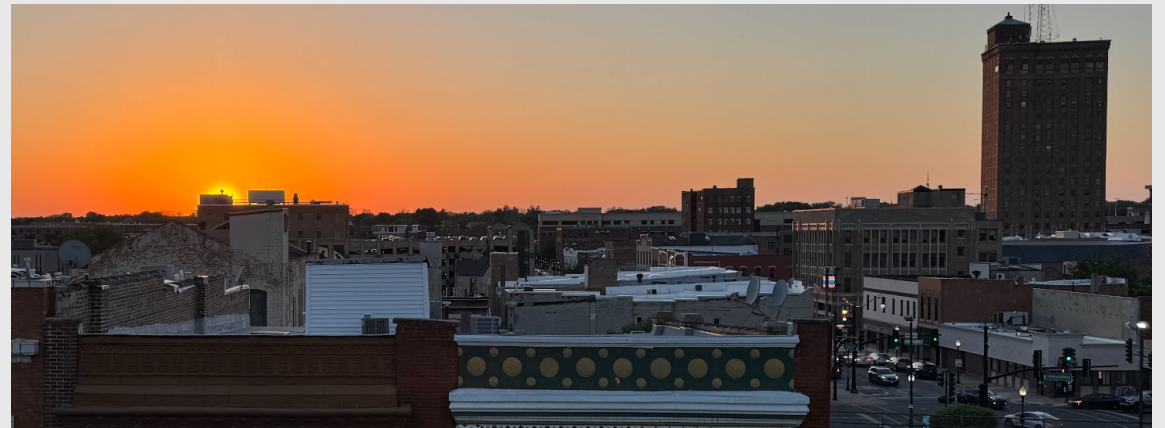
Facilitated by Jose de Francisco, Managing Partner

ThinkAI Open House

Aurora, IL | May 15, 2026

Welcome to ThinkAI Open House

2



2

Session agenda as an a la carte discussion menu

3

Jobpocalypse?

The Future of Work (1)

<p>Has the AI "jobpocalypse" begun?</p> <p>Nov 11, 2025</p>	<p>AI will create more jobs than it destroys</p> <p>Nov 17, 2025</p>	<p>Job apocalypse? Not yet</p> <p>AI is creating brand new occupations</p> <p>Dec 14, 2025</p>	<p>AI is powering a new generation of solopreneurs</p> <p>May 5, 2026</p>
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Options?

Transition speed and effect: transforming, evolving... metamorphosing?

Falling behind? Crawl? Walk? Run? Leapfrog?

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AI's Crude Reality

The Enterprise AI Playbook

STANFORD DIGITAL ECONOMY LAB

"Technology wasn't the bottleneck - organizational adoption was the failure point"

Hardest Challenges by Category

Change Mgmt & Adoption	33%
Data Quality & Architecture	17%
Process Redesign	10%
Quality & Accuracy	10%
ROI / Business Case	7%
Technical / Integration	10%
Governance / Compliance	7%
Vendor / Platform	6%

April 2026

"Human oversight is not a sign of AI immaturity"

"In many contexts, it is the strategically correct design choice"

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Dynamic Systems in Motion

Enterprise value creation & value migration framework

SYSTEMS THINKING: DYNAMIC SYSTEM MODELING (DSM)

MULTIVARIATE SYSTEM DYNAMICS: AI permeates everything, everywhere, anytime, connecting it all

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Human Scale AI, Tech Startup

Human Scale AI

The more closely AI mirrors human capabilities...

value creation

design feedback

...the deeper our enquiry on what makes people uniquely human

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ThinkAI, Community Think Tank

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3



Has the AI
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Nov 11, 2025



AI will create more jobs
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Nov 17, 2025



Job apocalypse?

Not yet

AI is creating brand
new occupations

Dec 14, 2025



AI is powering a new
generation of
solopreneurs

May 5, 2026



- The U.S. labor market added 115,000 jobs in April [...] holding up well amid global events
- Overall unemployment rate was unchanged at 4.3%. The rate for workers with college degrees held steady at 2.8%
- Employers expected to increase new college graduate hiring from the class of 2026 by 5.6%
- 60% of employers plan to hire new permanent employees by mid-2026

Small and Medium Size Businesses (SMB)

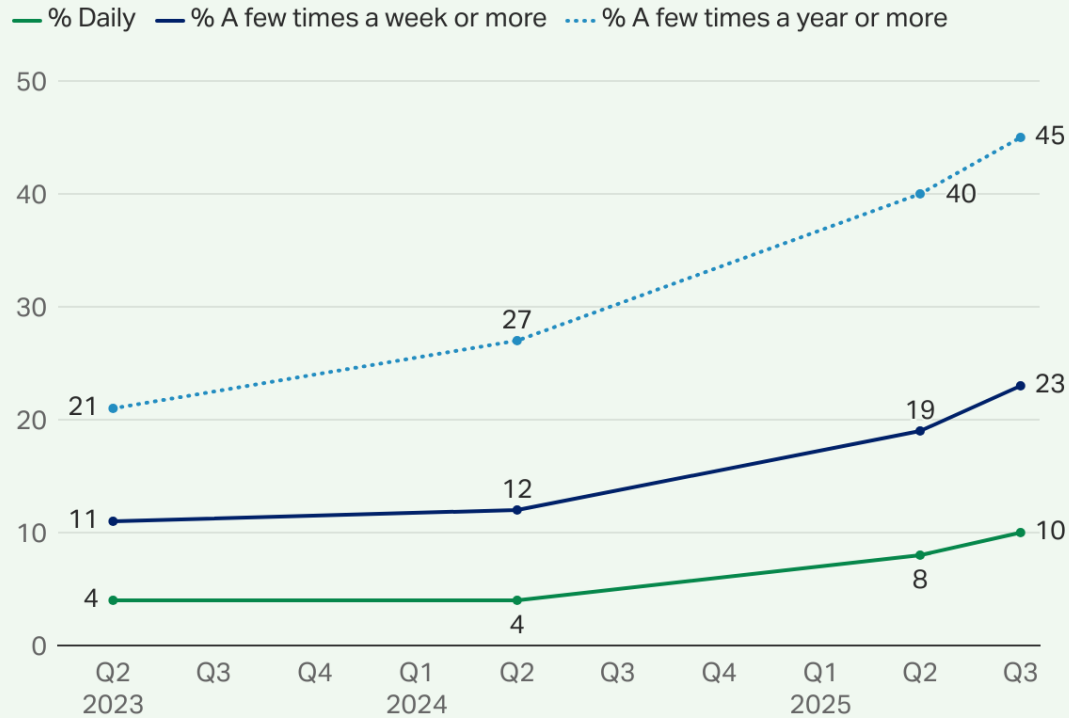
- Only 12% say they currently have the talent they need to complete high-priority projects [...] many are coping with the retirements of senior leaders
- 32% of small business owners reported job openings they could not fill
- In Q1, companies with fewer than 50 employees had the largest share of job postings
- About 4–5 out of every 10 workers in the U.S. work for SMBs*

AI Employers generally don't expect deep technical expertise from entry-level employees, but basic AI skills are important

Employers also look for the ability to create content with AI assistance, so recognize its limitations and take responsibility for the final product

AI Use Continues to Grow Among U.S. Workers

How often do you use artificial intelligence in your role — daily, a few times a week, a few times a month, a few times a year, once a year, less than once per year, or never?



WF Q3 2025, U.S. employees

GALLUP

Nearly a Quarter Don't Know if Their Organization Has Adopted AI Technology

To the best of your knowledge, has your organization integrated artificial intelligence (AI) technology or tools to improve organizational practices (e.g., to increase productivity, efficiency and quality)?

■ % Yes ■ % No ■ % Don't know



WF Q3 2025, U.S. employees

GALLUP

Employees Most Often Use AI to Consolidate Information and Generate Ideas

In what ways are you currently using artificial intelligence (AI) to assist with your work?

% Selected



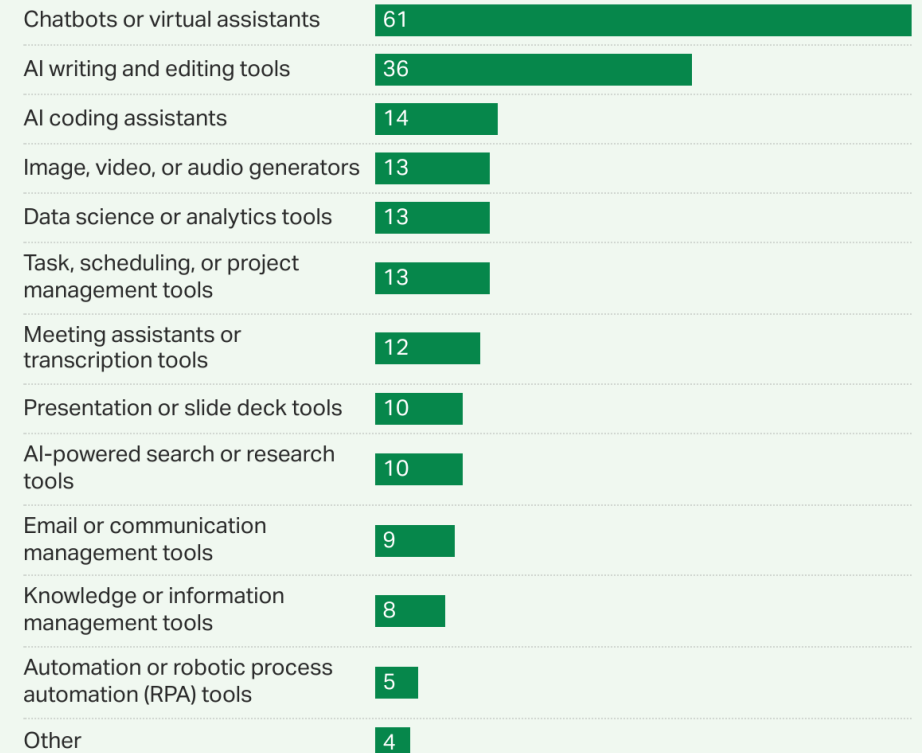
WF Q3 2025, AI users

GALLUP

Workplace AI Users Most Often Use Chatbots and Virtual Assistants

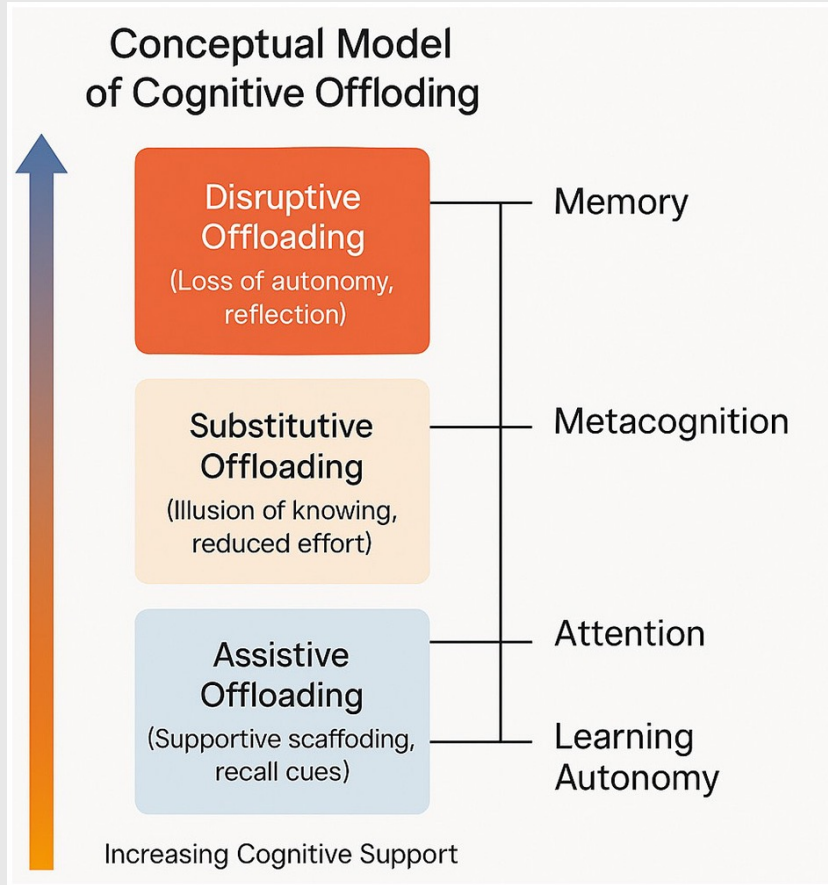
What types of artificial intelligence (AI) technology or tools do you currently use in your role?

% Selected



WF Q3 2025, AI users

GALLUP



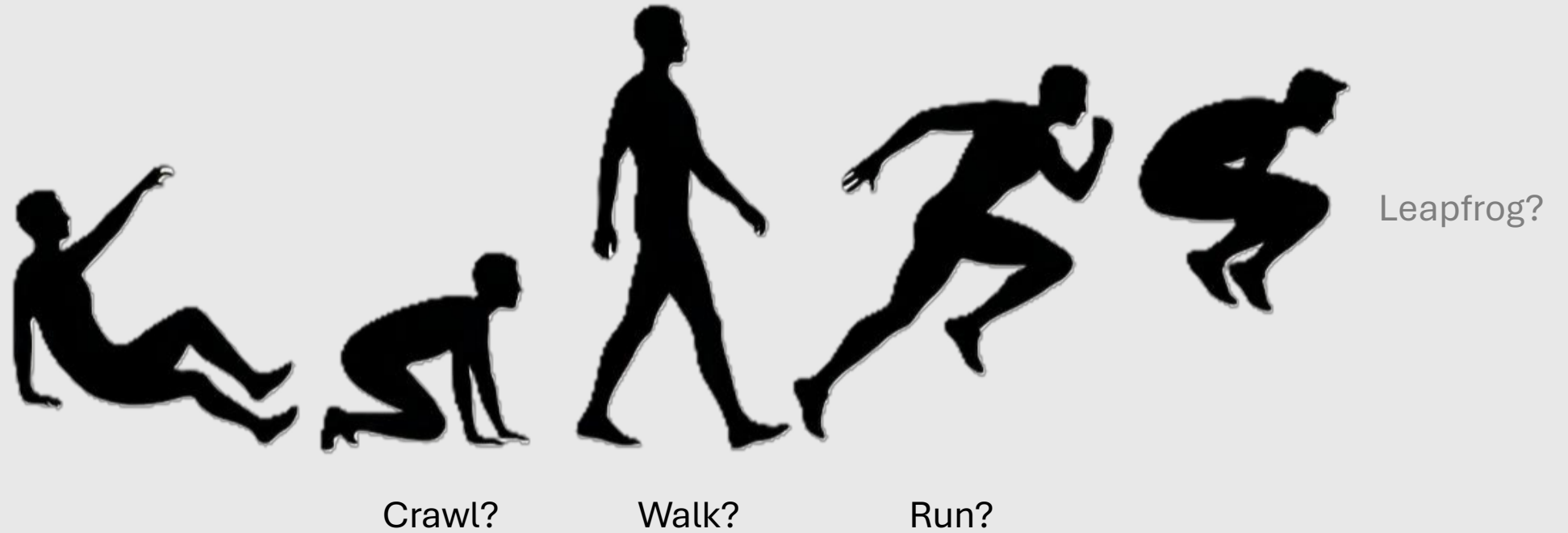
Frontiers in Psychology, Dec 2025

HARVARD BUSINESS REVIEW
AI And Machine Learning
AI Doesn't Reduce Work—It Intensifies It
by Aruna Ranganathan and Xingqi Maggie Ye
February 9, 2026

GenAI Won't Make Your Employees Experts
But it can help novices perform better and faster

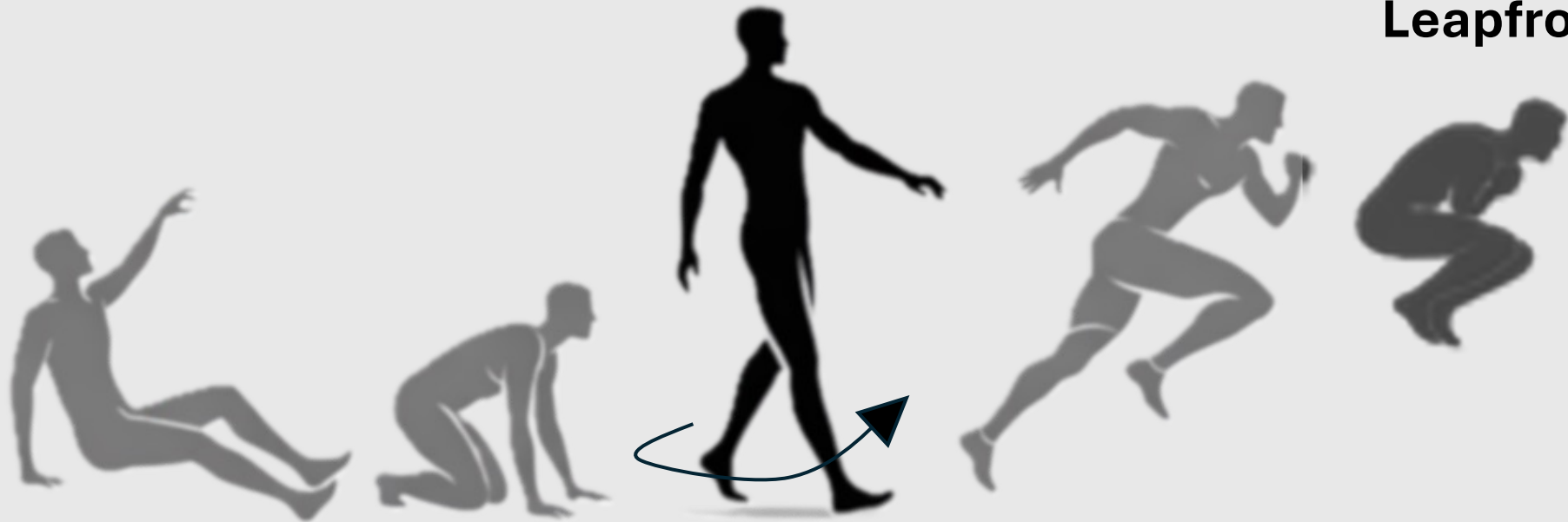
Harvard Business Review, Feb 2026

Falling behind?



Agile Pivot

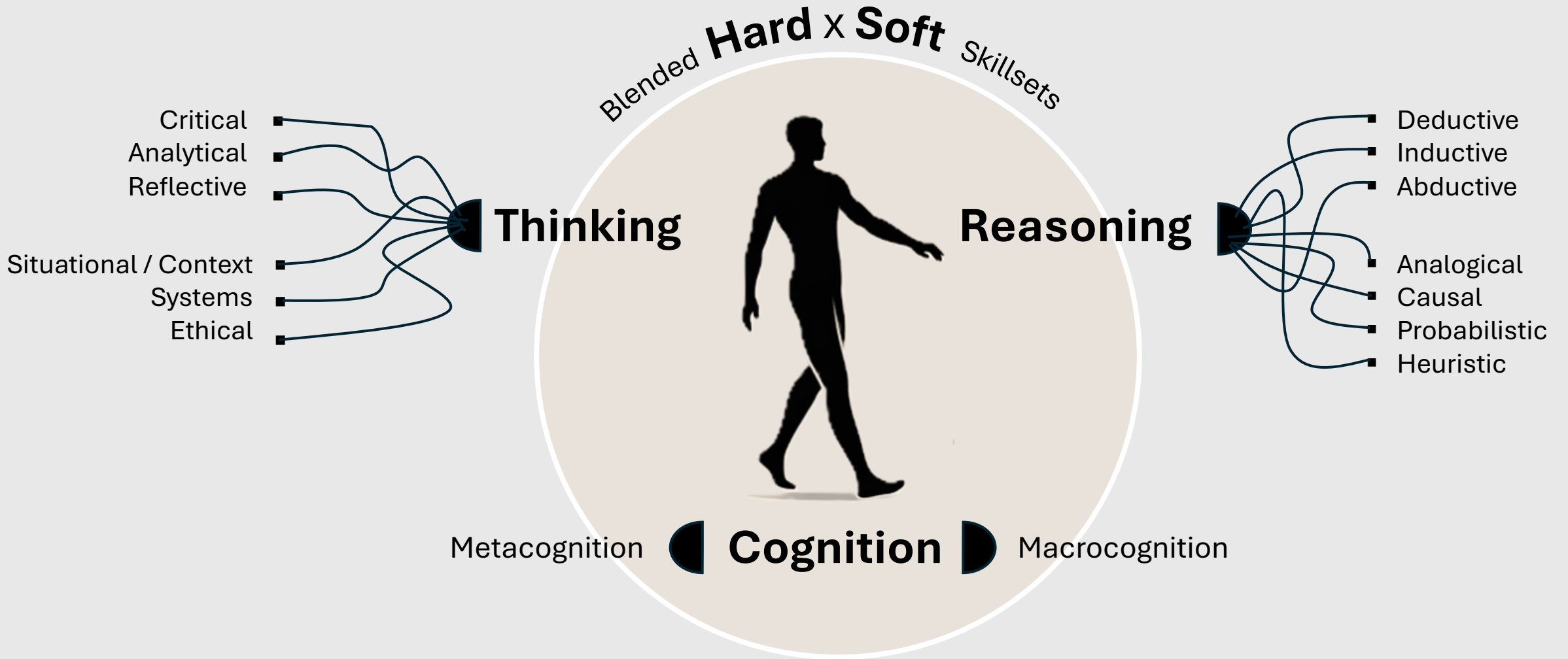
Leapfrog

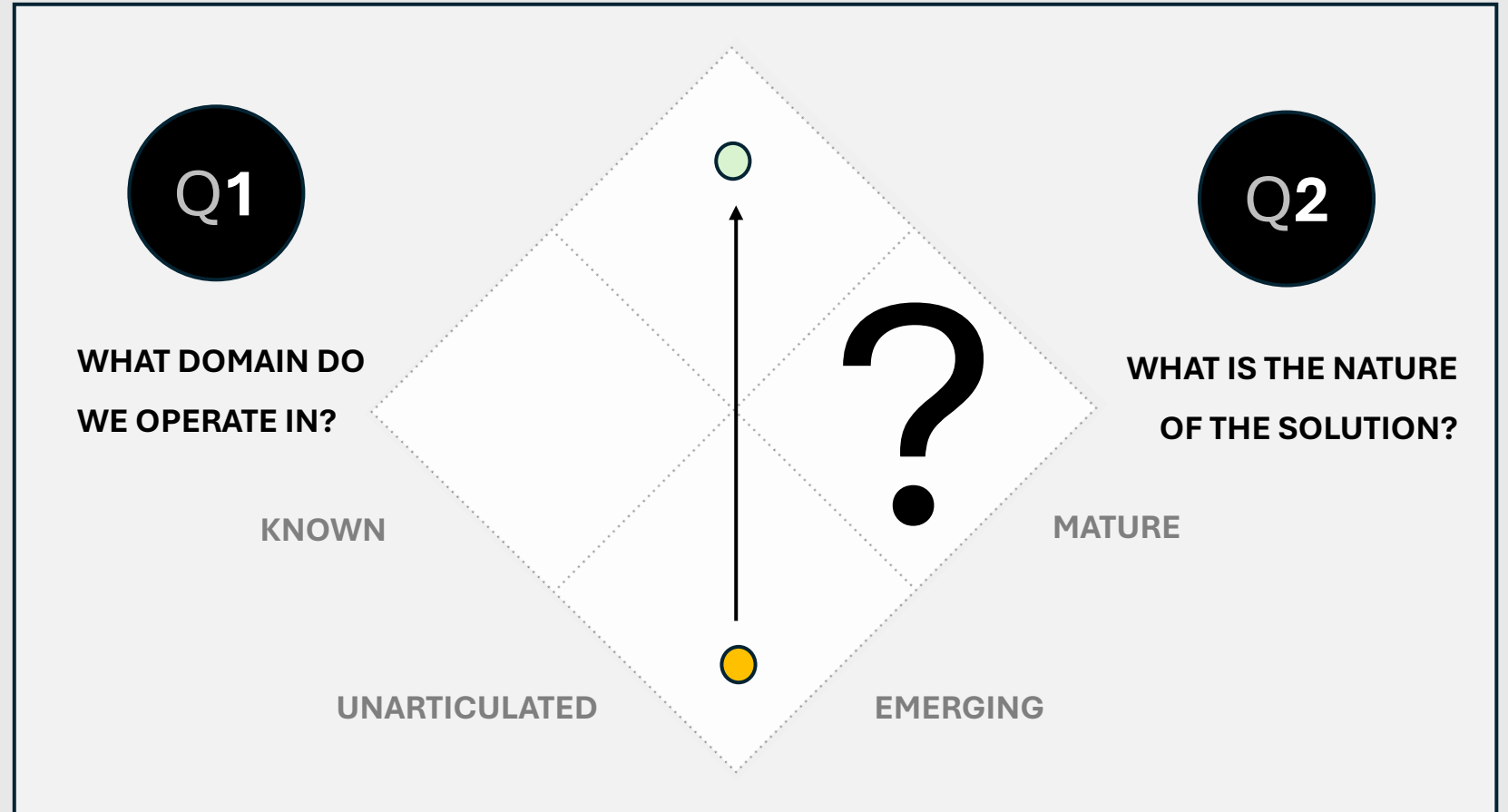
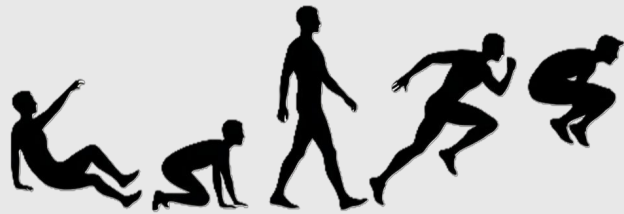


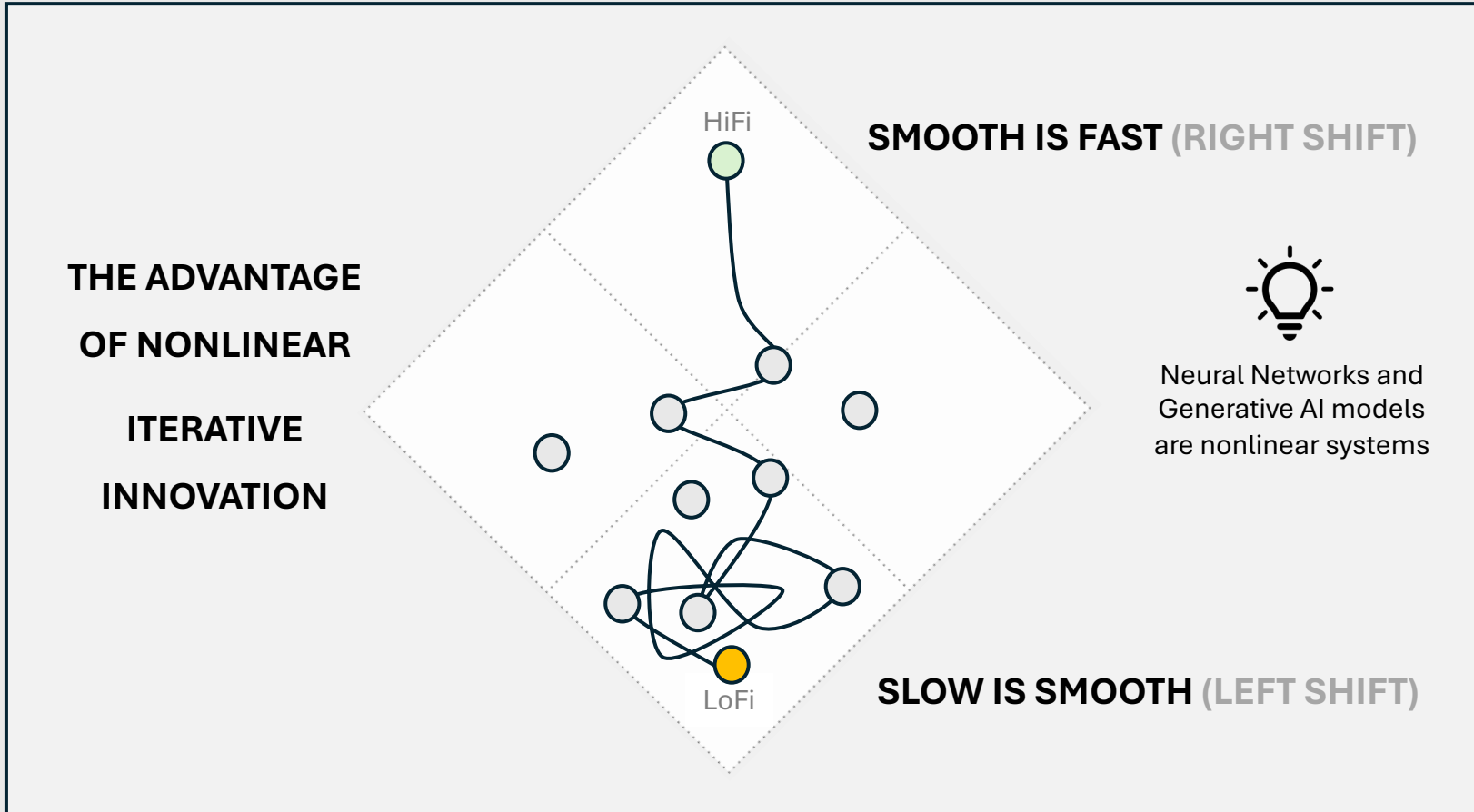
Left shifting to think about...



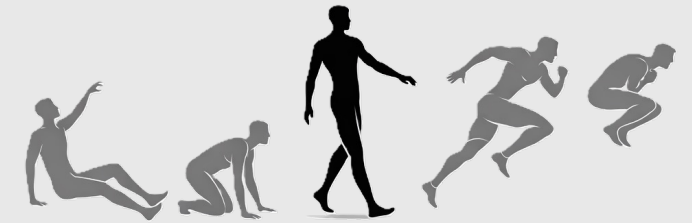
- **Why?**
- **What** are the right things to do?
- **How** do we do things right?
- **When** do we make things happen?
- **Where** do we operate and execute?







- **Incremental innovation**
 - Execution focus
 - Operational excellence
 - Standardization and repeatability
- **Optimized for efficiency**



- **Breakthrough innovation**
 - Exploratory, non-linear
 - Multi-dimensional environment
 - Interdisciplinary discipline
 - Cross-functional domain
 - Failing early to succeed sooner
- **Optimized for effectiveness**



McKinsey
& Company

Gartner®



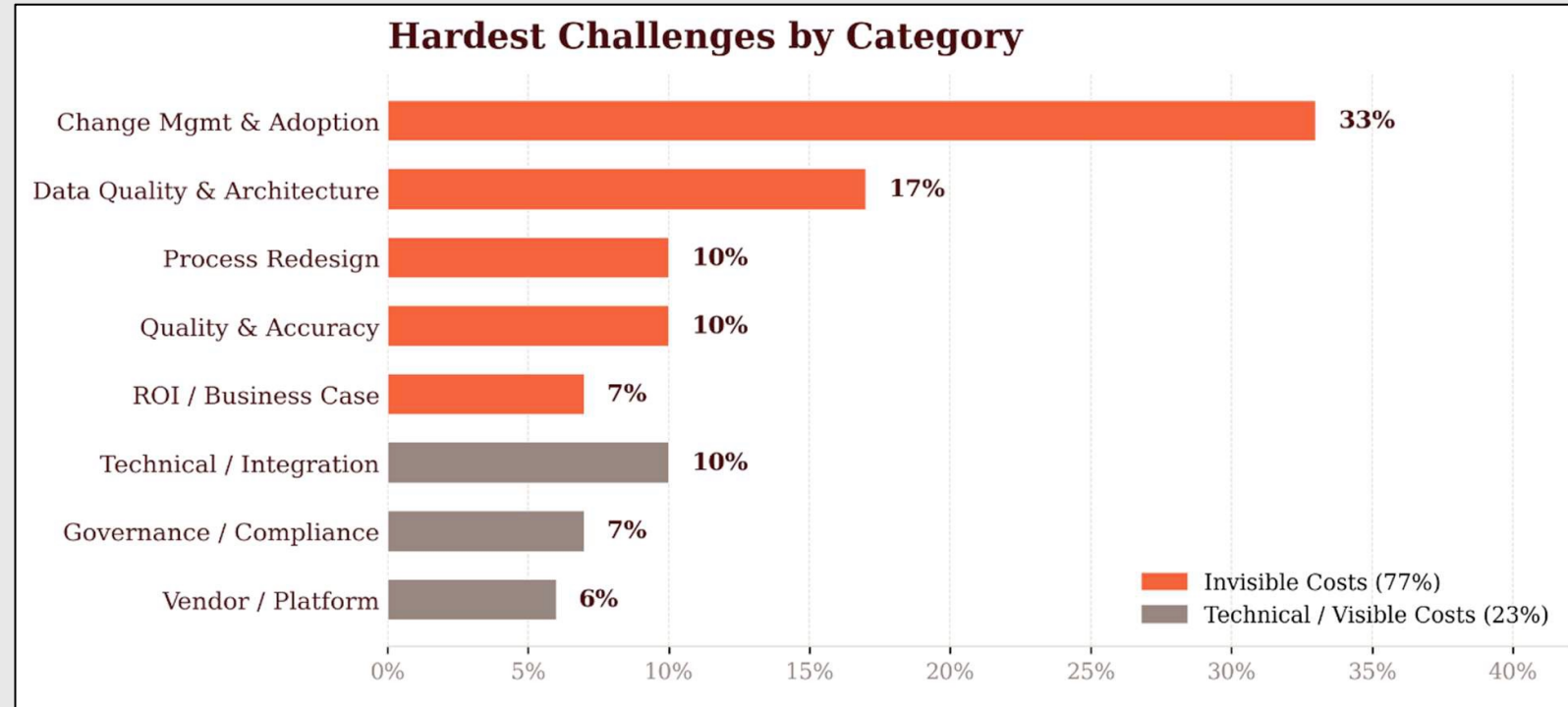
Across major studies a consistent pattern emerges:

Category	Typical Rate
Adoption	70%–90% of companies
Failure	70%–90% of projects
Success (ROI-scale)	10%–30%
Full enterprise transformation success	~5%

- Data problems
- Techno-centric over customer-centric
- Lack of clear business goals
- Pilot to production gap
- Organizational readiness
- Skills and talent gaps
- Overhyped expectations



"Technology wasn't the bottleneck - organizational adoption was the failure point"



“Human oversight is not a sign of AI immaturity”

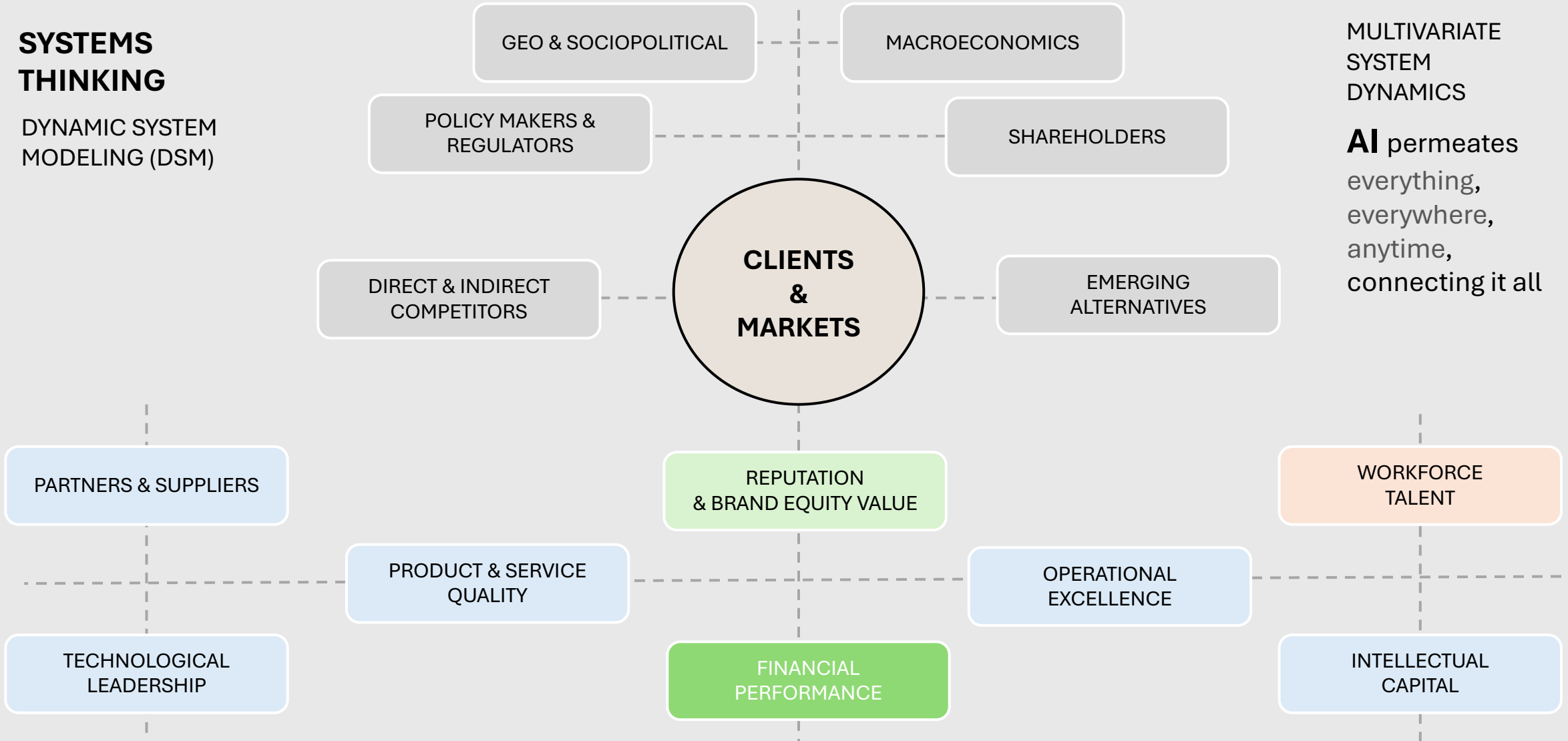
“In many contexts, it is the strategically correct design choice”

Enterprise value creation & value migration framework

16

SYSTEMS THINKING

DYNAMIC SYSTEM MODELING (DSM)

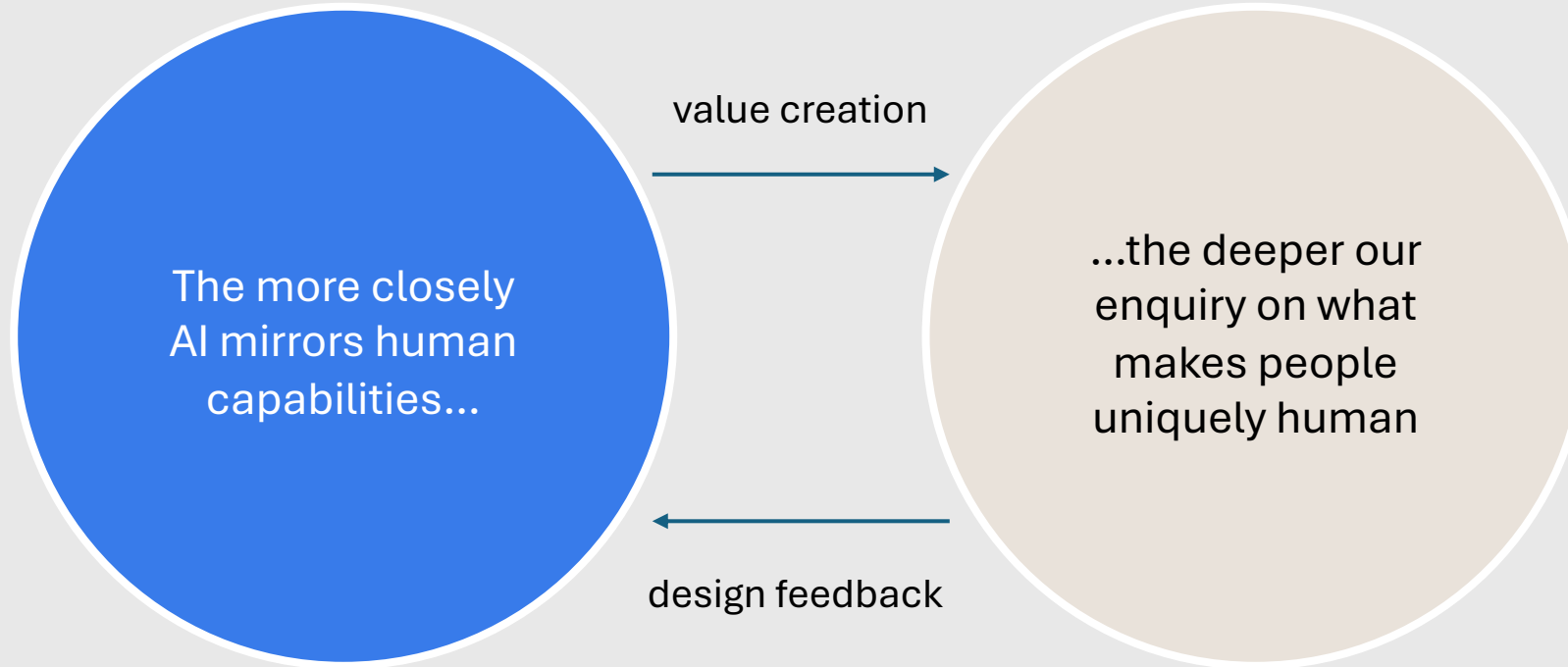


MULTIVARIATE SYSTEM DYNAMICS

AI permeates everything, everywhere, anytime, connecting it all

“Today’s AI is the worst AI you will ever use”²

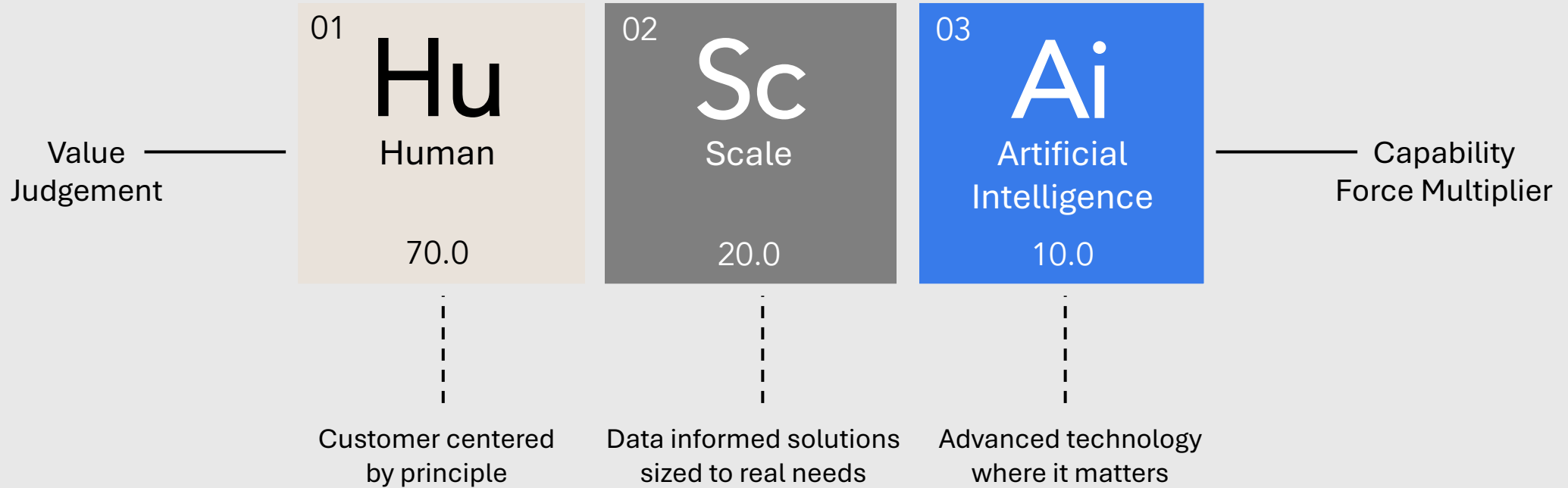
“Any sufficiently advanced technology is indistinguishable from magic”¹



“AI won’t replace humans, but humans who use AI will replace those who don’t”⁴

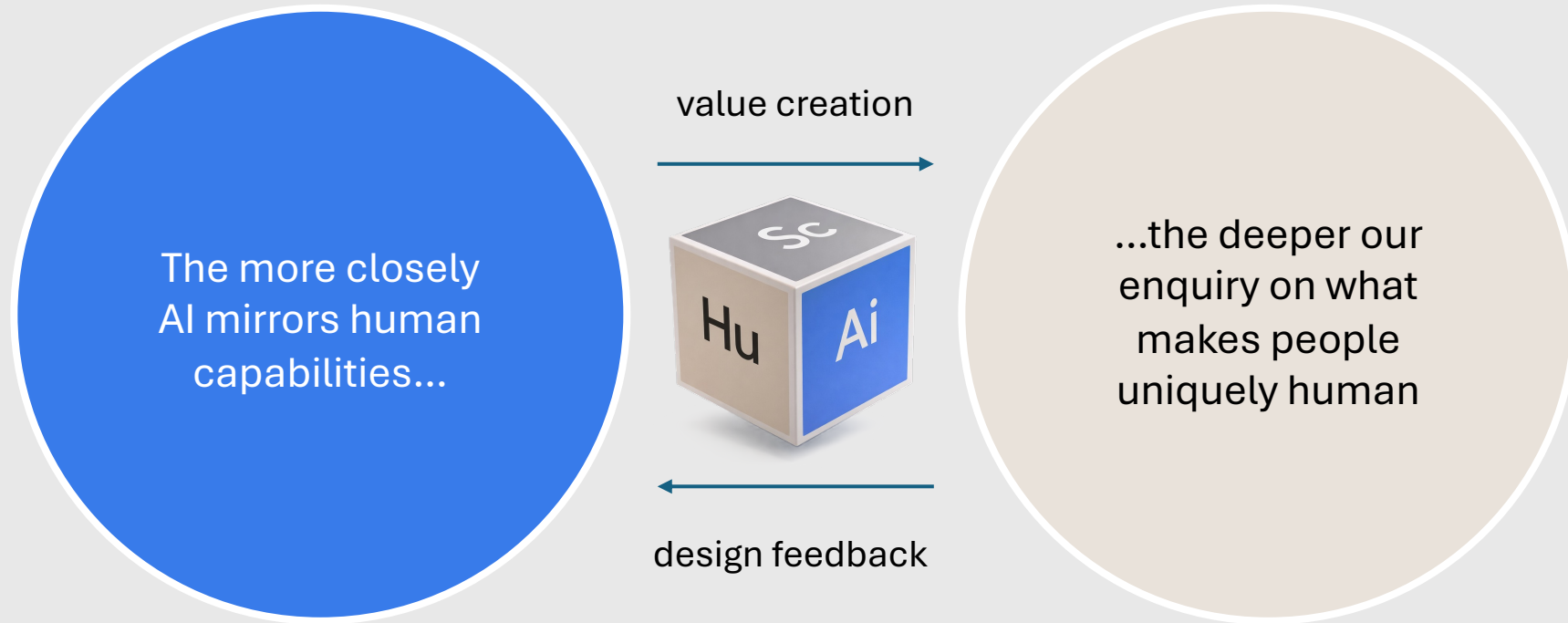
“The best way to predict the future is to invent it”³

- 1. Arthur C. Clarke
- 2. Ethan Mollick
- 3. Allan Kay
- 4. Sam Altman



We are building an interdisciplinary venture advancing enterprise innovation across product, service, and experience portfolios, with a focus on human-centered AI

HuScAi LLC (d/b/a) Human Scale AI





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