EgonZehnder

What Type of AI Leader Does Your Organization Need?

The Three AI Leader Archetypes

AI Industry Shapers

Visionary leaders who focus on the broader impact and future implications of AI. They are often seen as trailblazers in the space, pushing organizations to explore AI's potential beyond immediate applications.

Ideal for organizations aiming to stay ahead in AI innovation, where strategic foresight and influence are crucial.

Why they matter:

They challenge conventional thinking and help executive teams navigate AI's future. They can bring value in board or advisory roles, contributing to discussions on AI's long-term impact.

Attractions and considerations:

Drawn to organizations focused on innovation and societal impact rather than just commercial gains. However, they may not align well with companies primarily motivated by short-term financial performance, as they prioritize pioneering and advocacy over operational realities.

AI Builders

Deeply technical, often with backgrounds in research and development, and passionate about creating cutting-edge AI solutions.

Ideal for companies developing proprietary AI models and products, requiring technical expertise to innovate at scale.

Why they matter:

Builders are the architects behind disruptive AI products. Having them on board can establish your organization as an innovation hub, attracting similar technical talent and enhancing R&D capabilities.

Attractions and considerations:

Typically motivated by the freedom to innovate and work with advanced technology. However, they may struggle with organizational politics and may require environments that value experimentation over immediate KPIs.

AI Transformers

Highly appreciative of how AI can create value for their business, transformers bridge the gap between technical AI knowledge and business execution.

Ideal for companies seeking to operationalize AI across departments, and those with established data infrastructures.

Why they matter:

Execution-oriented leaders who manage cross-functional teams to deliver AI-driven business results.

Attractions and considerations:

Attracted to roles where they can integrate AI with core business functions, often requiring autonomy and resources to drive initiatives. Given the cross-functional nature of their work, they may seek roles with direct reporting lines to the CEO for greater impact and influence.