LEADERSHIP IS ARCHITECTURE

The Work Redesign Review

A Leadership Tool for AI and Restructuring Decisions

Have you redesigned the work, or only reduced the people doing it?

Use these questions with the leaders who own the work. Record evidence, name unresolved decisions, and assign an owner and date before proceeding.

01 DESIGN THE WORK

- Which tasks will stop, move to AI, or remain with people? What evidence supports those choices?
- What human judgment, approvals, relationships, and exception handling must remain?
- Have we tested the new workflow for accuracy, handoffs, failure recovery, and service quality?

02 OWN THE TRANSITION

- Who is accountable for the transition, and who owns each redesigned workflow?
- What timeline, budget, training, and support are committed before roles change?
- How will affected employees receive clear information, fair consideration for redeployment, and practical transition support?

03 PROTECT CAPACITY AND TRUST

- What workload will remain, who will carry it, and what capacity evidence shows it is realistic?
- What will we stop or deprioritize so remaining employees can succeed?
- How will employees raise concerns, and what measures and review dates will trigger a correction?

Evidence or gaps to bring into the conversation:

THE DECISION CHECK

What evidence shows the redesigned work can succeed with the proposed staffing?

Next unresolved decision: _____ Owner: _____ Date: _____

I help leaders bring structure to change so the work succeeds and the people doing it are supported.

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