

ATR ASIA

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From Assessment to Action
Preparing Organisations for AI-enabled Work

Jimmy Ong Cheng Keat
Managing Partner, Nucleus Advisory



How do we know whether our workforce is truly ready for the future?



Moving beyond traditional snapshots toward a dynamic, intelligence-driven approach that connects assessment, skills, potential, priorities, and mobility.

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Traditional assessments provide valuable snapshots of knowledge and capability, but they often stop at measurement.

Today’s workforce requires something more dynamic…….

An intelligence-driven approach that continuously connects assessment, skills, potential, organisational priorities, and workforce mobility.

The workforce decision behind AI investment....

59 in 100

workers would need training by 2030

An AI investment is approved.

- Which work changes?
- Who needs which preparation?

WEF Future of Jobs Report 2025. Global employer expectations, beyond AI alone.

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AI success depends on more than deploying technology.

Stepping into the Future!

Empowering Asia's Workforce

The Future Will Belong to Organisations That Prepare, Not React.



The future of work is not about replacing people with AI.



It is about empowering people to create greater value with AI.



The organisations that act today will be better positioned to adapt, compete and lead tomorrow.

Stepping into the Future!

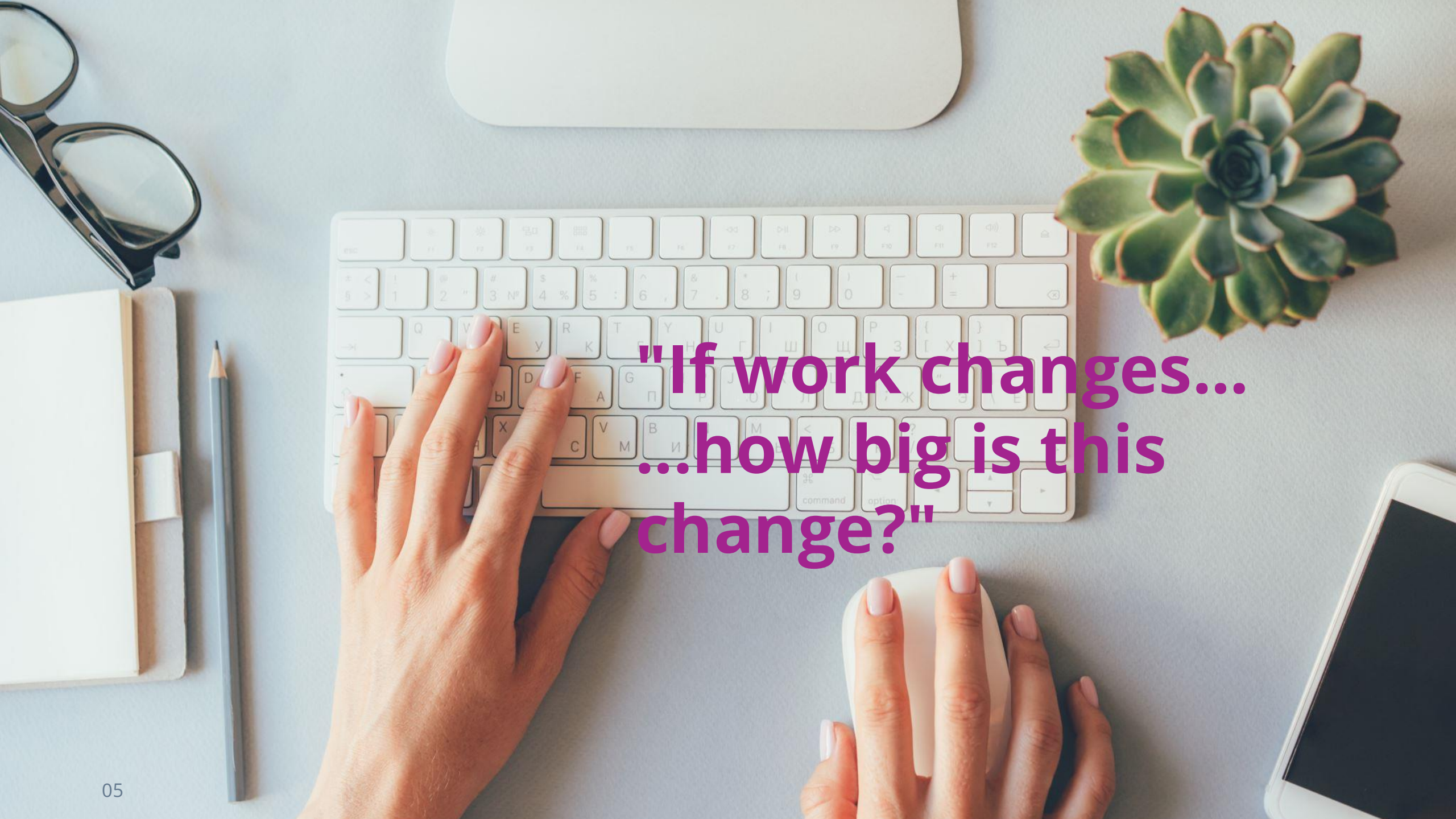
Empowering Asia's Workforce



"So if AI changes how work creates value…

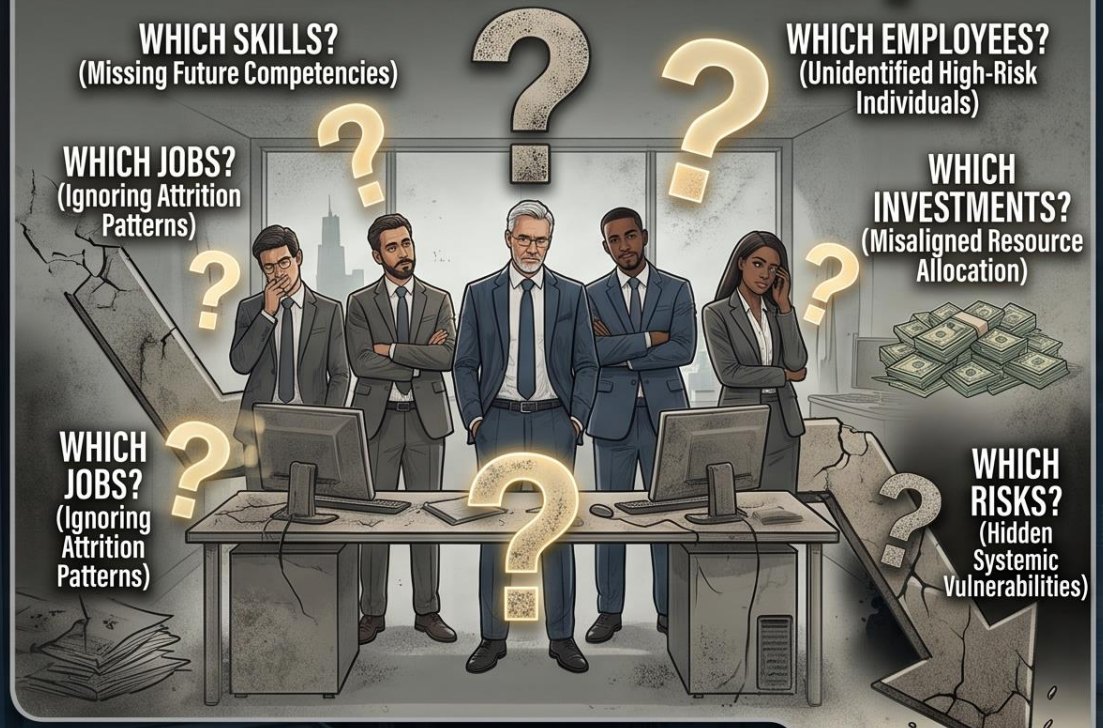
…how should organisations respond?"


EVERY CEO IS ASKING THE WRONG QUESTION.
INSTEAD OF ASKING
WHICH JOBS WILL AI REPLACE?
AI Integration
REDESIGN FOR TOMORROW'S VALUE.
AI Integration
REDESIGN FOR TOMORROW'S VALUE.
Job Roles
Job Roles
AI Engine
Job Roles
AI
New Innovative Functions
ASK
IN WHICH JOBS SHOULD WE REDESIGN?


"If work changes…
…how big is this change?"

Most Organisations Don't Know...

What Leaders Overlook ?



Disconnected, Uninformed Planning

The Cost of Indecision ?





AI standing still

INTEGRATED VALUE



What if there was a way to answer every one of these questions?

Introducing the ARIA

ARIA is a proprietary AI Risk Impact Assessment developed by **Pulsifi**, our technology partner.

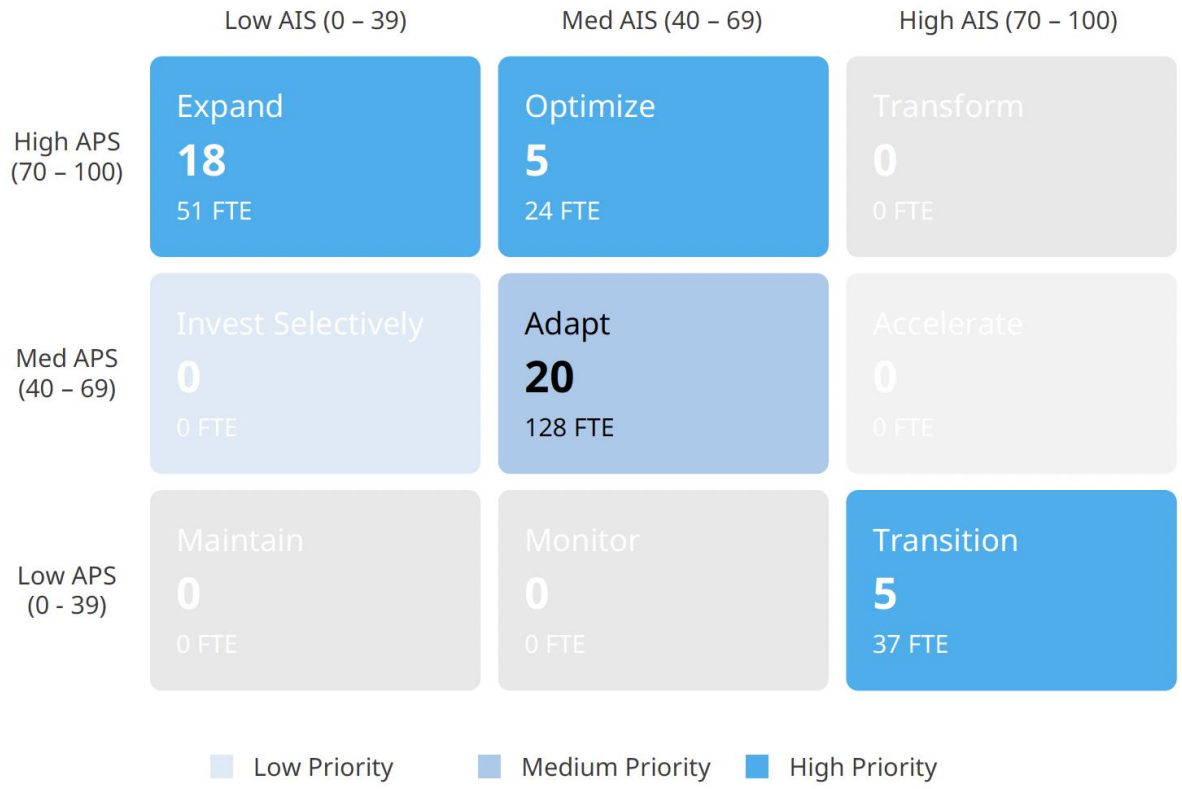
Instead of guessing which jobs are at risk...

We scientifically evaluate every role using two dimensions:

- Automation Impact.
- Augmentation Potential.

When combined, organisations finally gain a clear picture of which roles should:

expand... adapt... transform... or transition.



pulsifi

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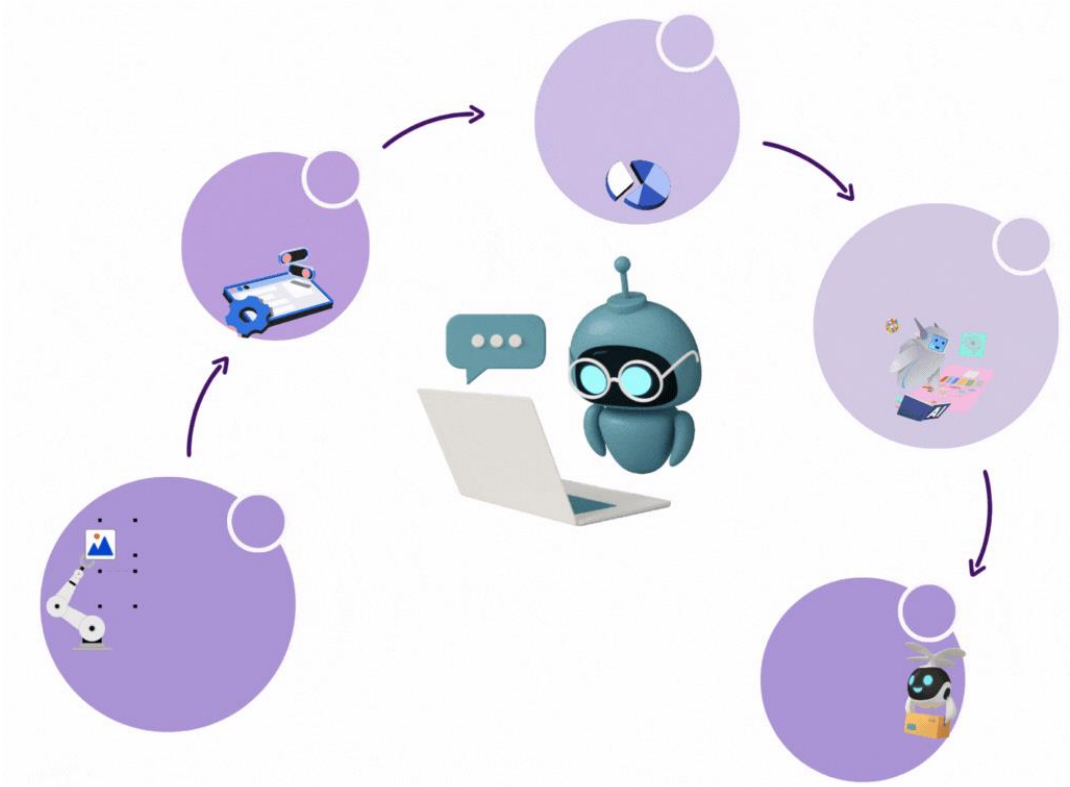
Task Decomposition & AI Impact Quantification

Each role is **decomposed** into its **core activities**, which are then evaluated based on whether they can be automated or augmented.

The distribution of tasks across these **two categories** is then quantified into **two key** metrics:

1. **Automation Impact Score (AIS)**
Measures a role's structural readiness to execute end-to-end tasks via AI without human intervention.

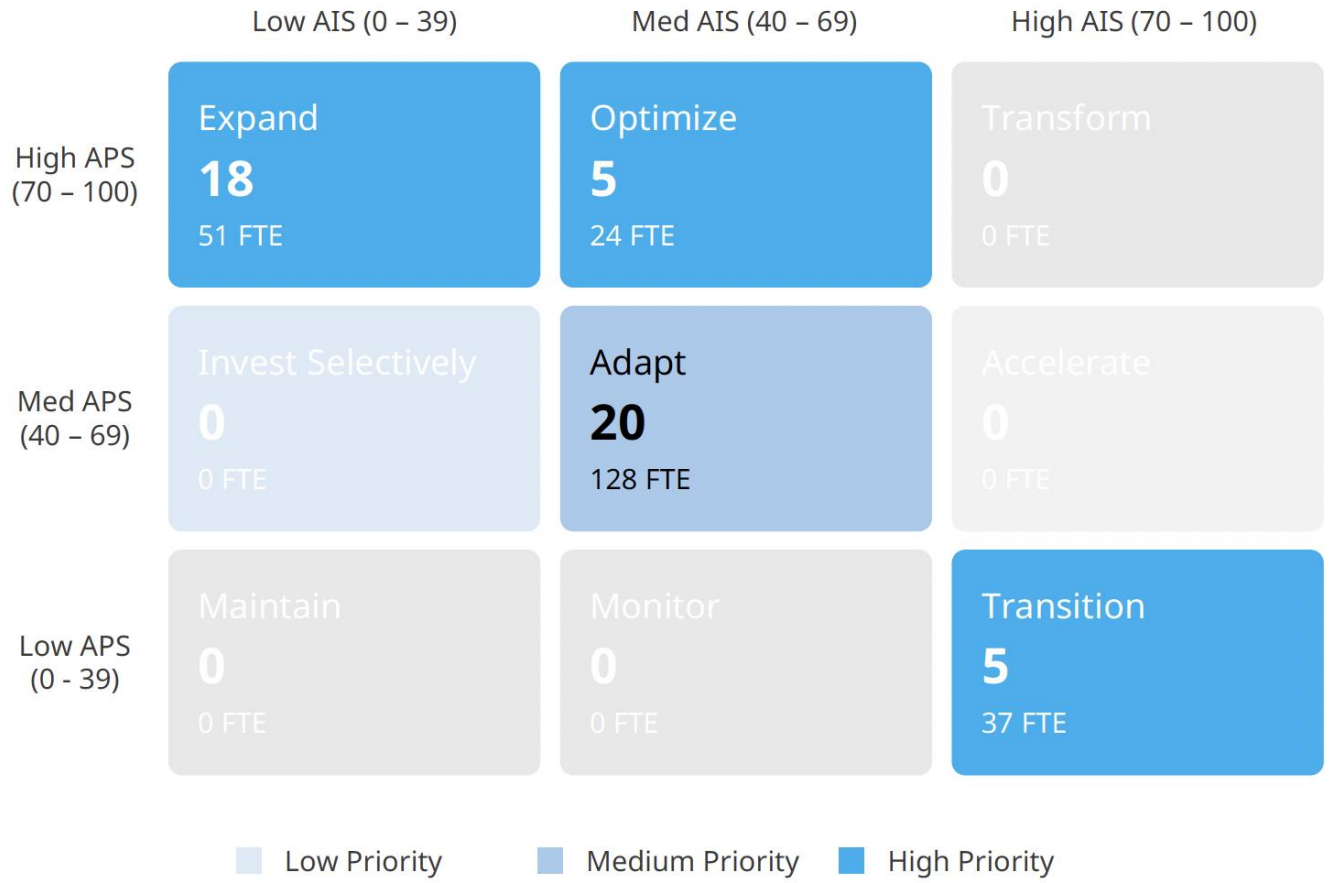
2. **Augmentation Potential Score (APS)**
Measures the degree to which AI adoption will enhance and amplify the outcomes of a role without displacing the human incumbent.



Role Classification

The AIS and APS scores are used in combination to plot each role against the **AI Risk Impact Assessment** (ARIA) framework.

This classification is done against a **3 x 3 matrix** to provide a clear view of how each role is expected to evolve, whether it is likely to experience volume reduction, require structural redesign, benefit from targeted investment, or be enhanced through AI-enabled workflows.



Capability Mapping

Based on how tasks are expected to change, the assessment **identifies the skills** required in the future state.

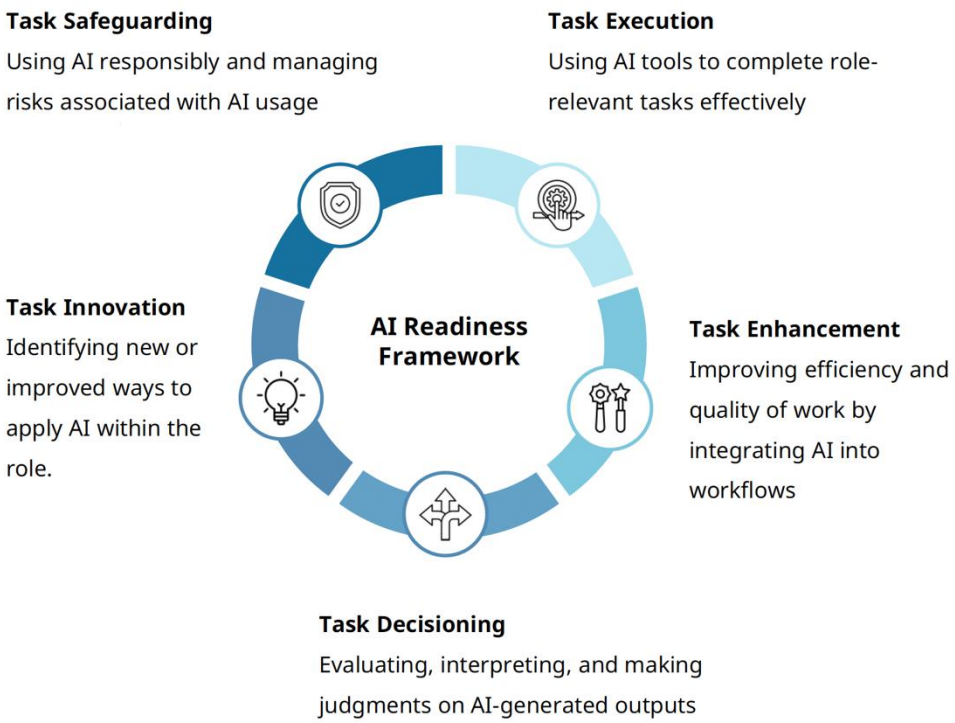
This ensures that the analysis does not stop at impact, but translates directly into what skills must be developed, shifted, or strengthened to enable successful role transformation.

ARIA Cell	Potential	Blind Spots	Next Steps
Expand (18 Roles, 51 FTEs)	Highest-return investment in the organisation. AI amplifies the quality of analysis, advice, and client communication for 51 FTEs with no displacement risk.	Urgency of Transition crowds out this investment. Tools land without capability to use them. KPIs stay anchored to old role definitions while scope evolves.	• Deploy AI tools for financial modelling, advisory synthesis, and tax research by Q3 • Launch AI capability programme for all 51 FTEs • Update KPIs to reflect expanded output expectations

How Do We Know Who Is Ready?



Introducing The AI Readiness Framework

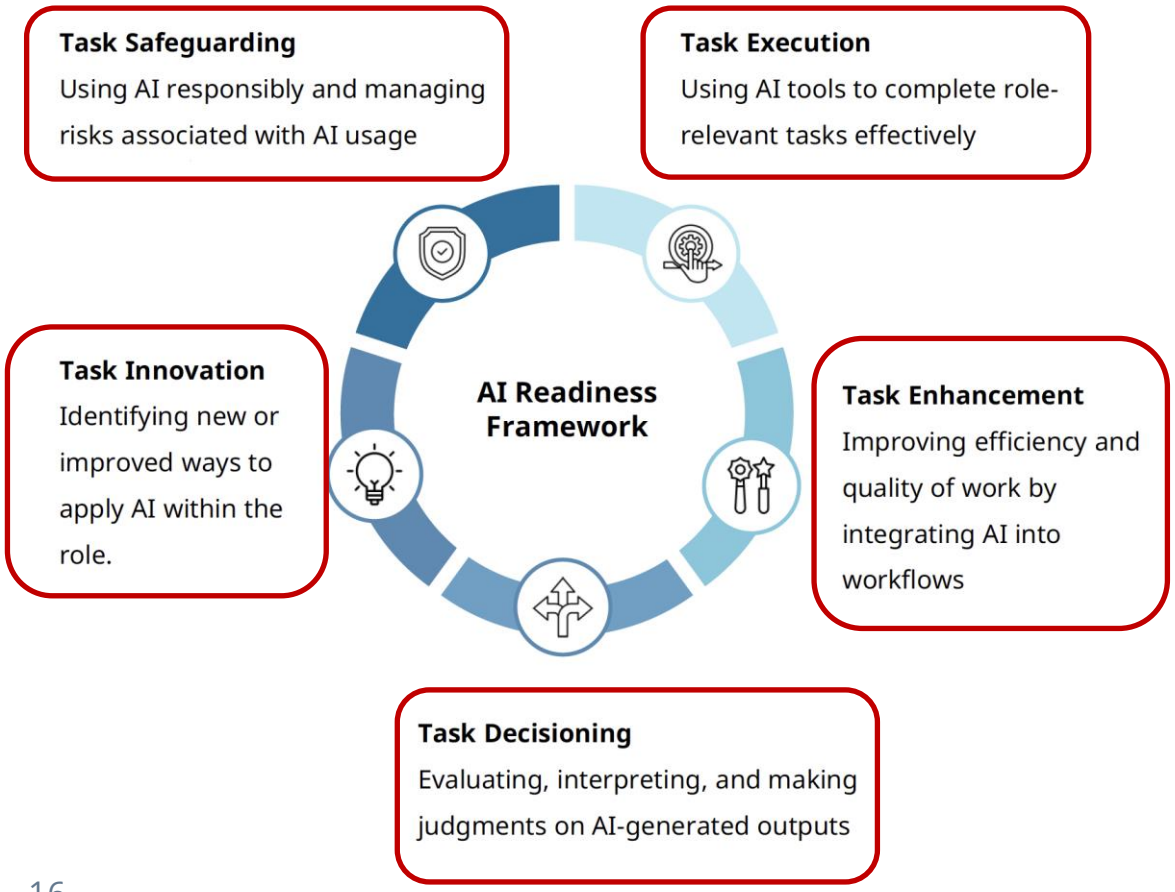


An organisation-wide **employee readiness assessment** evaluates the extent to which the workforce possesses the behavioural traits and adaptive capabilities required to transition into evolving role requirements.

The AI Readiness **dimensions** applied within this assessment are **shaped by leading research** and recognised perspectives on AI literacy, workforce transformation, and the future of work, providing a structured basis for evaluating organisational readiness [1].

[1] Framework informed by research from World Economic Forum (2025); Gulley & Hilliard (2025); Organisation for Economic Co-operation and Development (2024); Bankins et al. (2024); National Institute of Standards and Technology (2023); and the Advisory Council on the Ethical Use of AI and Data (2020).

Measuring Human Readiness For AI



Employees' readiness is measured across the following dimension and the insights generated will further inform workforce redeployment planning and capability investment decisions.

Technology adoption succeeds or fails because of people.

These five (5) dimensions measure not technical knowledge...

...but behavioural readiness.

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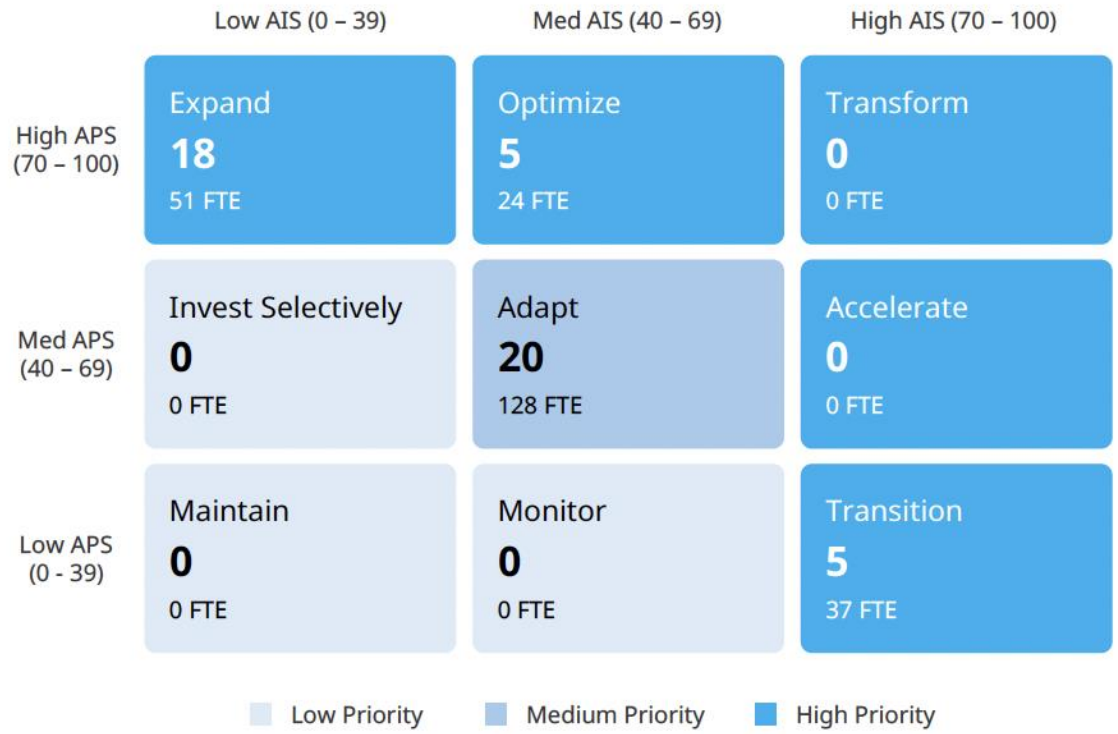
"So what do you receive as outcomes of the assessment?"

Workforce Snapshot

This becomes the blueprint for talent and workforce transformation.

Key workforce AI impact indicators across the organisation

Roles Assessed	Total Full-time Equivalents (FTEs)	Roles with High Automation Impact	Roles with High Augmentation Potential
48 7 Departments	**240**	**5** 37 FTEs	**23** 75 FTEs



Implications on Workforce Redesign Summary

This becomes the blueprint for talent development.

Understanding what each cell demands and where the real risks lie

Optimize (5 roles, 24 FTEs)	Fastest measurable win. Automating the structured task layer in these 5 roles frees capacity for analytical and judgment work that AI can further elevate. Measurable output improvement within months.	Automation narrows scope without expanding it, roles disengage. Without augmentation following automation, these roles drift toward Adapt rather than growing toward Expand.	• Sequence automation by confidence level per role. • Introduce AI tools for reconciliation, compliance analysis, and reporting. • Expand advisory scope to absorb freed capacity.
Transition (5 roles, 37 FTEs)	A bounded, solvable problem. 37 FTEs carrying institutional knowledge are strong redeployment candidates into Adapt or Optimize — managed well, this is a capability redistribution not a headcount cut.	Attrition management loses experienced staff while keeping roles alive. Treating this as cost reduction misses the redeployment asset in 37 experienced people.	• Assess all 37 FTEs for redeployment readiness within 60 days. • Commission role redesign for all 5 roles now, define what each becomes and not what it stops doing. • Begin automation of statutory calculations, invoice processing, and payroll runs.

Top 5 Roles with Highest Exposure

This becomes the blueprint for roles affected by AI adoption or technology shifts.

Roles with the highest AIS and APS scores, for immediate prioritisation

Highest AIS Roles	AIS	Highest APS Roles	APS
Payroll Administrator	81	FP&A Manager	84
Accounts Payable Clerk	80	Tax Manager	82
Invoice Processing Officer	80	Senior Financial Analyst	81
Junior GL Accountant	75	Client Relationship Manager	81
HR Administrator	72	Solutions Consultant	81

Role-Level Breakdown

This becomes the blueprint for job redesign.

Overview of all the roles alongside their respective AIS, APS and ARIA Classification for job redesign prioritisation

Role	FTE	AIS	APS	Classification
Client Delivery				
Client Delivery Manager - AP	3	28 (Low)	70 (High)	Expand
Client Delivery Manager - AR	3	25 (Low)	73 (High)	Expand
Senior Accounts Receivable Specialist	5	36 (Low)	73 (High)	Expand
Accounts Payable Clerk	14	80 (High)	24 (Low)	Transition
Invoice Processing Officer	8	80 (High)	22 (Low)	Transition
Accounts Payable Specialist	18	68 (Med)	46 (Med)	Adapt
Accounts Receivable Specialist	14	59 (Med)	51 (Med)	Adapt
Cash Application Analyst	3	63 (Med)	48 (Med)	Adapt

Organization-Wide Skill Prioritised

Leadership gains an enterprise-wide view of AI readiness.

They can immediately:

- **identify opportunities…**
- **investment priorities…**
- **emerging skills…**

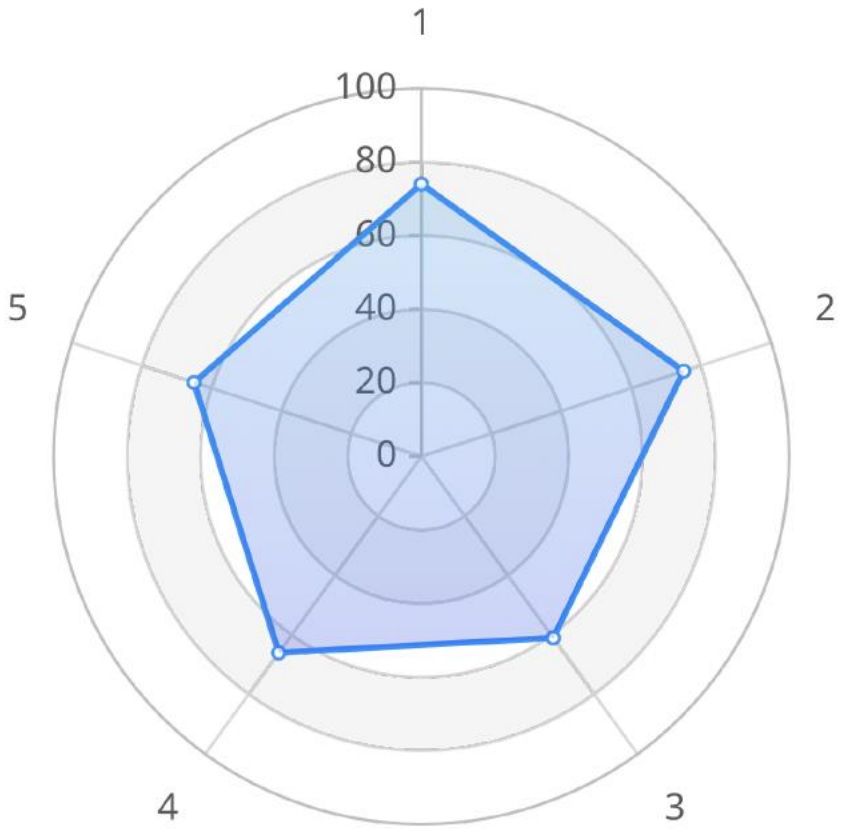
and workforce risks.

The most frequently required emerging skills across all roles

Type	Skill	Required in Roles	Frequency
AI	AI-Assisted Decision Making	41 of 48	85%
AI	AI Output Interpretation & Communication	32 of 48	67%
AI	Critical Output Review	30 of 48	60%
AI	Exception Management	19 of 48	40%
Role	Client Service Management	14 of 48	29%

AI-powered Skills Role-specific Skills

Employee AI Readiness Outcome



68%

This framework evaluates employees across five task domains that reflect the behavioural tendencies and cognitive capacities that support effective AI-enabled work.

Dimensions

1. Task Execution - 74%
2. Task Enhancement - 75%
3. Task Decisioning - 61%
4. Task Innovation - 65%
5. Task Safeguarding - 65%

Business Outcomes

Ultimately…

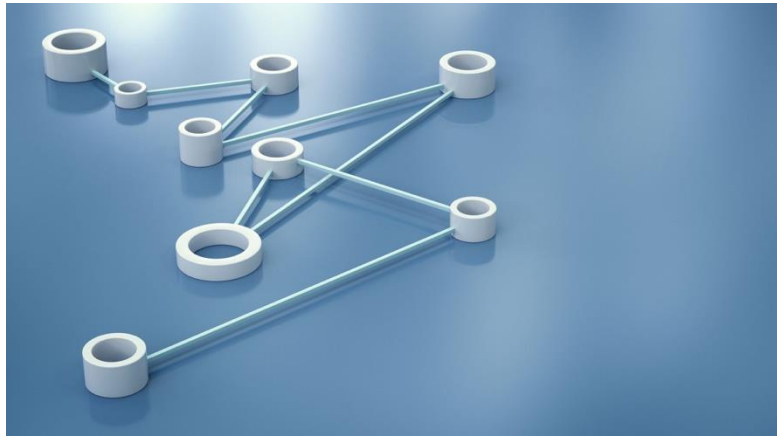
CEOs don't invest in AI assessments. They invest in business outcomes.

It is all about:

- ❑ Faster workforce transformation.
- ❑ Better productivity.
- ❑ Better workforce planning.
- ❑ Better investment decisions.
- ❑ Better organisational resilience.

……. A future-ready workforce.

Your story begins.....



AI will transform every organisation. YOUR organisation.

The winners will not be those who adopt AI first but those who prepare their workforce to create greater value with it.

The future of work starts with understanding where you are today, so you can confidently design where you need to be tomorrow.

Let's start that conversation.



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Are You Ready for The Future of Work?

Jimmy Ong
Managing Partner

Email: jimmyong@nucleusadvisory.co
Mobile: +60122000338

NUCLEUS 伯乐苑 ADVISORY

Strategic Partner:

pulsifi