

Rewriting Leadership: Leading Humans and Machines Together

Jigar Shah

CISO

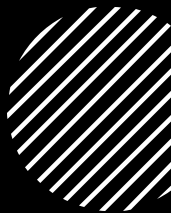


The Big Shift - Leadership is Changing

- Work is no longer human-only
- AI and automation are now teammates
- Leaders must manage hybrid teams
- The question: *How do we lead both effectively?*



The New Reality



AI augments decision-making



Automation reshapes roles



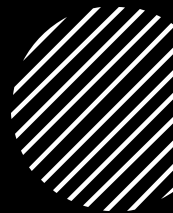
Human skills are more valuable - not less



Competitive advantage = Human + Machine synergy



Old versus New Leadership



Traditional:

Lead people

Rely on experience

Linear decision-making

Hybrid Leadership:

Lead people + machines

Data-driven decisions

Continuous adaptation




Machines & Humans

What Machines Do Best

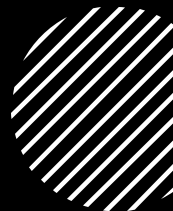
- Process large data sets instantly
- Identify patterns humans miss
- Perform repetitive tasks efficiently
- Operate 24/7 without fatigue

What Humans Do Best

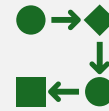
- Creativity & innovation
 - Emotional intelligence
 - Ethical judgment
 - Complex problem framing
- 



From Boss to Orchestrator



Align human and machine capabilities



Design workflows, not just tasks



Translate data into decisions



Build trust in AI systems

Key Leadership Skills for the Future



DIGITAL LITERACY



SYSTEMS
THINKING



ADAPTABILITY



ETHICAL
REASONING



COLLABORATION
ACROSS HUMAN-
MACHINE TEAMS

Building Confidence in Machines

1

Explain how AI makes decisions

2

Ensure fairness and accountability

3

Address fear of job displacement

4

Promote responsible use of technology

Ethical Leadership

1

Avoid bias in AI systems

2

Protect data privacy

3

Maintain human oversight

4

Balance efficiency with humanity

Future of Leadership

Deepen

Human-machine collaboration will deepen

Become

Leadership will become more strategic

Differentiate

Emotional intelligence will differentiate leaders

Be

Continuous learning will be essential

Remember this...

Machines enhance—not replace—humans



Leadership must evolve with technology



Balance is the key to success



The best leaders integrate both worlds