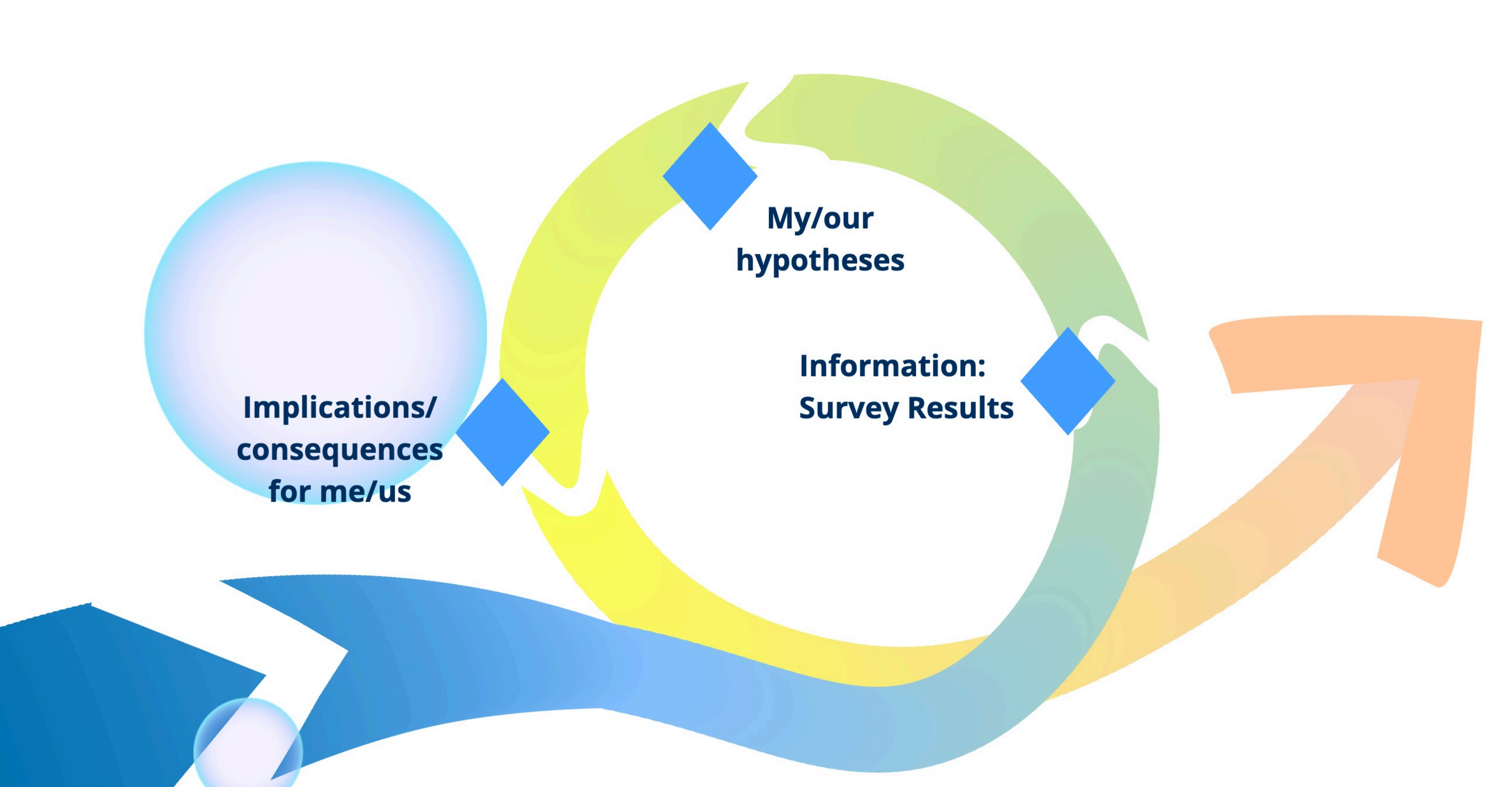


My 2025 Journey



doujak.eu
corporate development





**My/our
hypotheses**

**Information:
Survey Results**

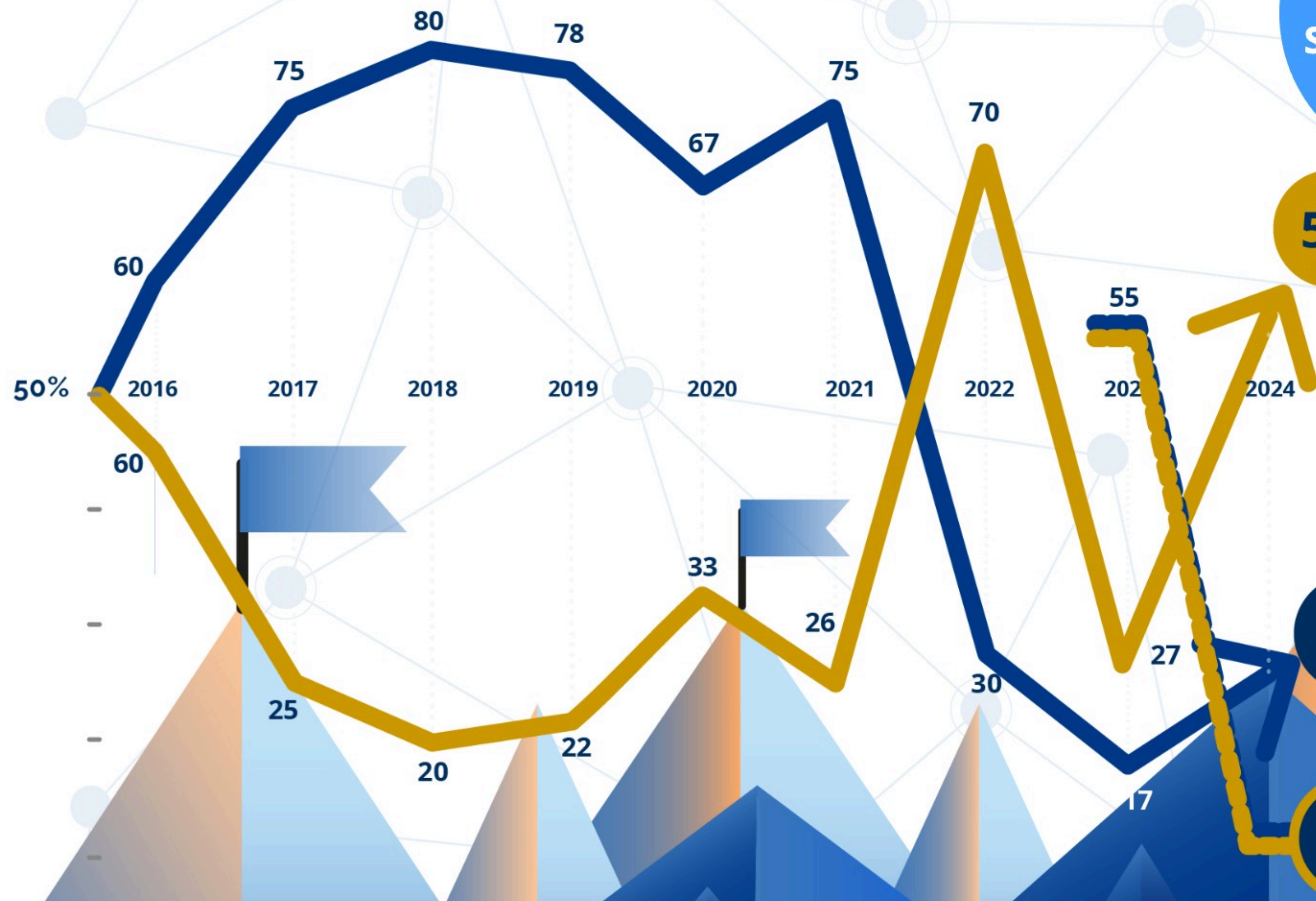
**Implications/
consequences
for me/us**

Growth or Efficiency.

Wachstumsmanagement oder Effizienzsteigerung.

Information:
Survey Results

- Manage **cost reduction** and/or **increase efficiency** (optimize the system)
- Manage **growth** and/or **disruptive innovation** (change the system/business model)
- Manage **both**



My/our hypotheses

Implications/consequences for me/us

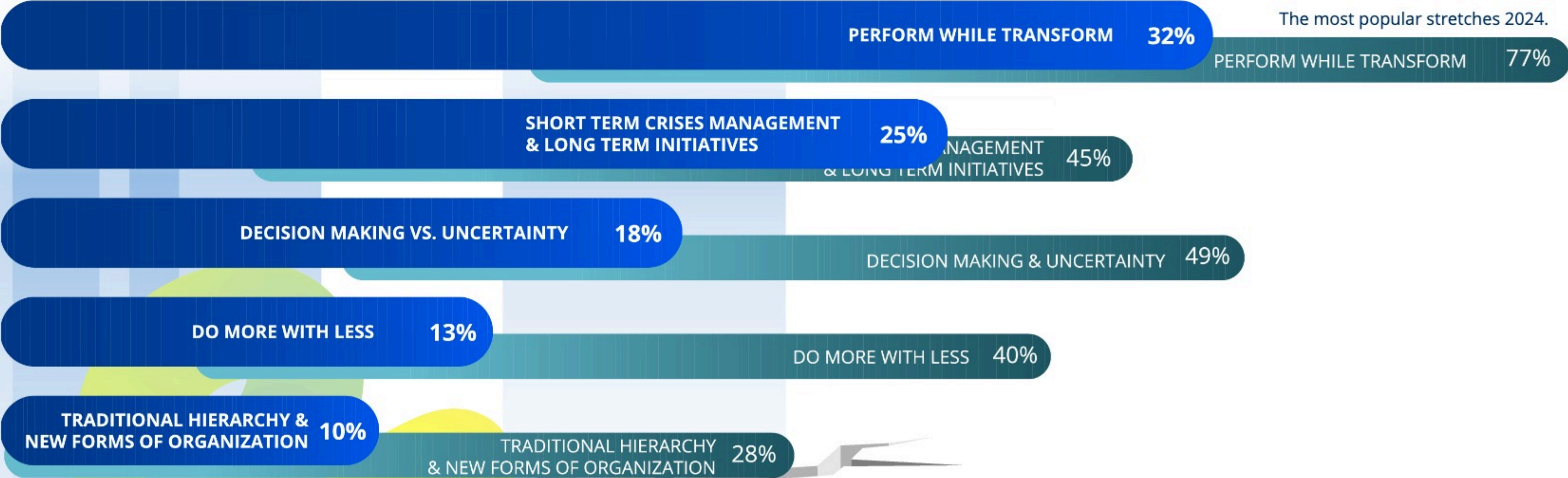


BANI means: Exploring and leading with polarities is essential.

We have listed the most essential polarities/stretches mentioned in the last years and asked participants to reconfirm.

BANI bedeutet: Das Erkunden und Führen mit Polaritäten ist essenziell.

Wir haben die wichtigsten in den letzten Jahren erwähnten Polaritäten/ Spannungsfelder aufgelistet und die Teilnehmenden gebeten, diese erneut zu bestätigen.



Information: Survey Results

Additionally mentioned polarities/stretchches: Zusätzlich erwähnte Polaritäten/Spannungsfelder:

Perform and transform with fewer resources

- Preserve successful practices vs. reinvent oneself
- Building trust during tough cuts
- Innovate while renovate
- Preserve and destroy
- Remaining true to the company heritage while moving forward innovatively

15% **PERFORM WHILE TRANSFORM**

15% **PRESERVE VS. INNOVATE**

- Human labor vs. automation: Balancing human workers with automation and AI in industrial processes
- Technological unemployment & future through AI
- Where to stay analogue while embracing AI

15% **HUMAN VS. MACHINE**

15% **CRISIS VS. GROWTH**

- AI or human efficiencies
- Embracing AI - staying analogue

9% **SPEED VS. DELIBERATION**

9% **INDIVIDUALISM VS. COLLECTIVISM**

9% **CONFIDENCE VS. UNCERTAINTY**

- Grow while the market collapses
- Short-term crisis management and long-term initiatives
- Make necessary changes according to the new environment for higher efficiency
- Reduction: Fewer offerings, less performance
- Growth and efficiency

9% **TRADITIONAL VS. REVOLUTIONARY**

9% **TRADE VS. ISOLATION**

- Individual vs. corporate-oriented
- Individualism and organizational structures
- Diversity and tolerance of ambiguity

- Confidence amid uncertainty
- Trust in uncertainty
- Let me know if you need further insights or visualizations!
- Decision-making amid uncertainty

- Traditional vs. Revolutionary Business Models/Solutions (Energy SMR Innovation)
- Traditional hierarchy and new forms of organization

- Trade & isolation
- Get used to the new world order: Importance of Asian markets as they hold two-thirds of the world's population

Speed vs. Safety: Ensuring processes are fast and efficient without compromising the safety of workers and products

Deciding quickly but doing things slowly and deliberately

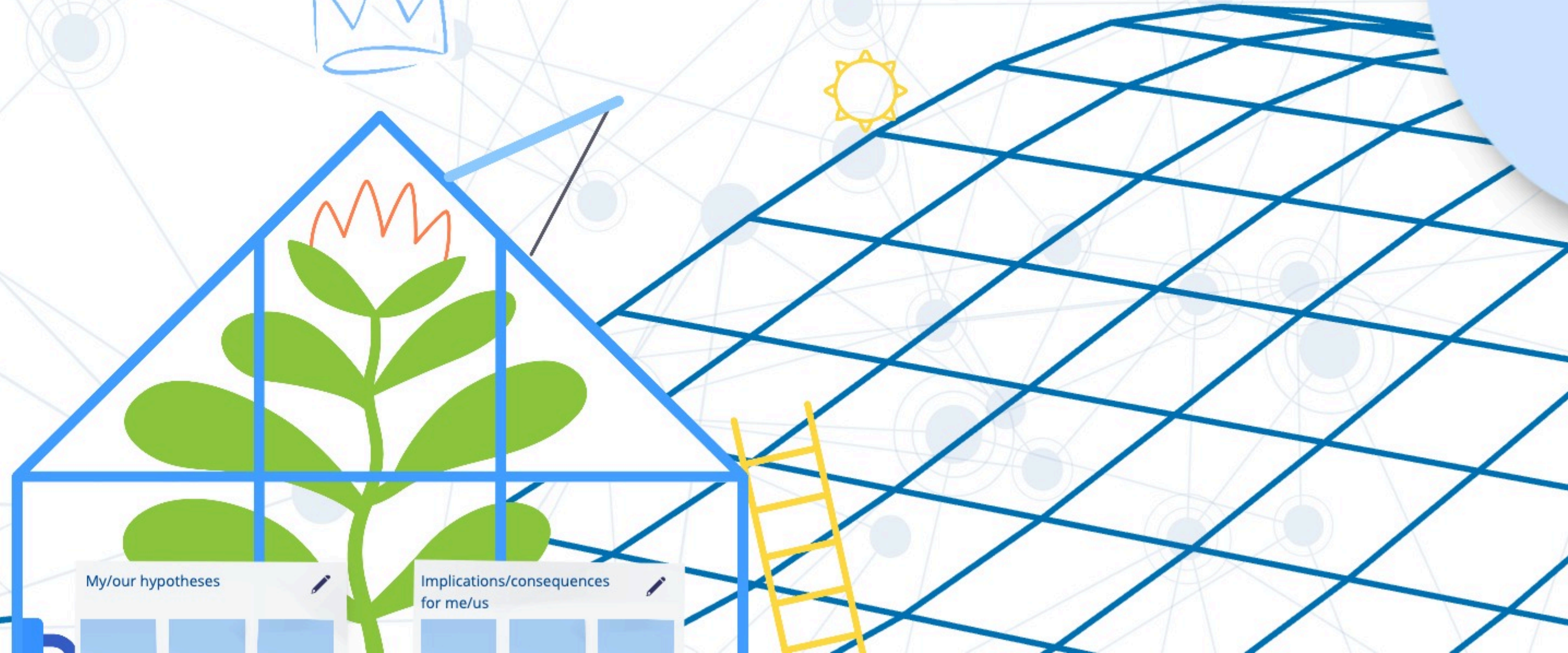
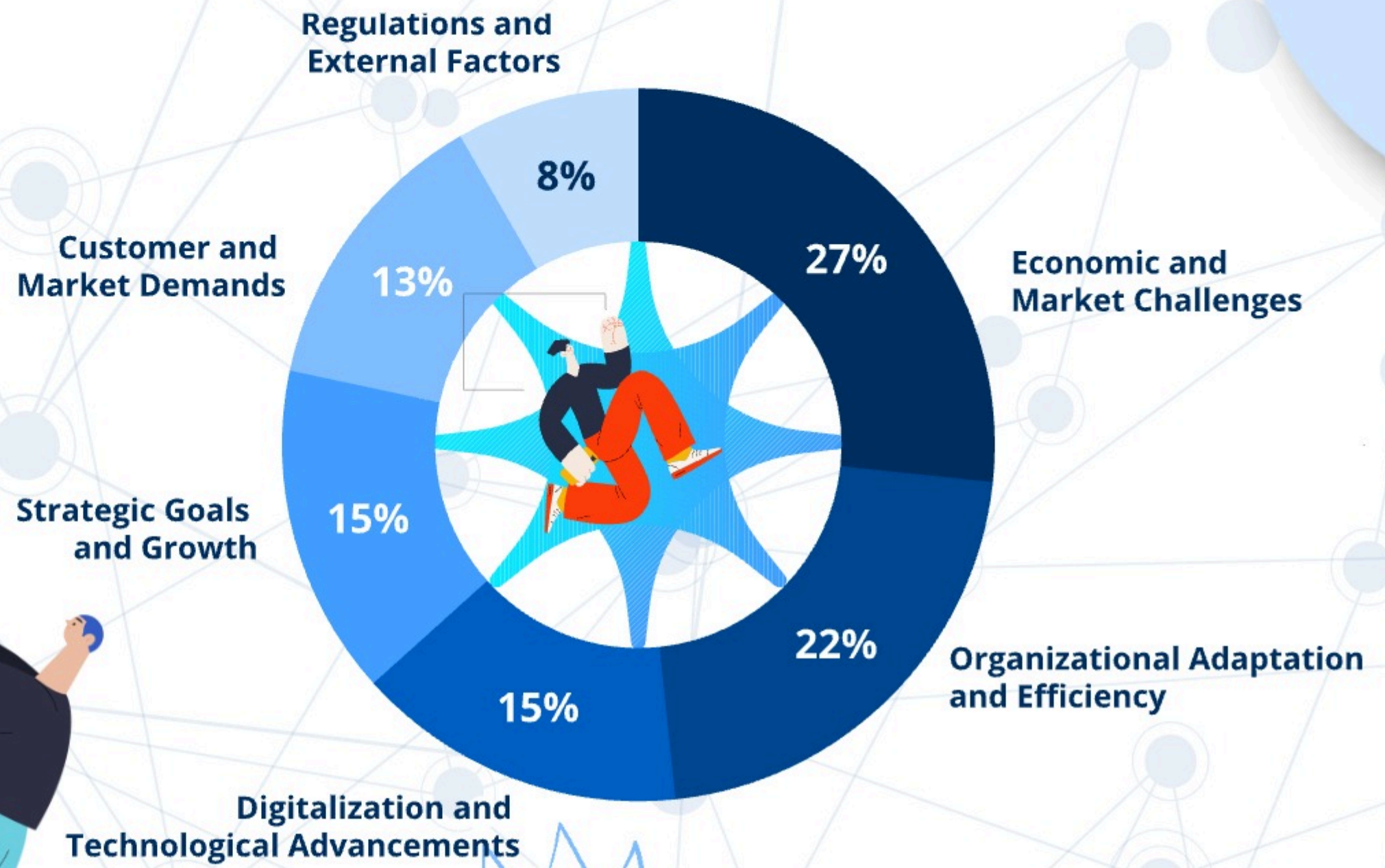
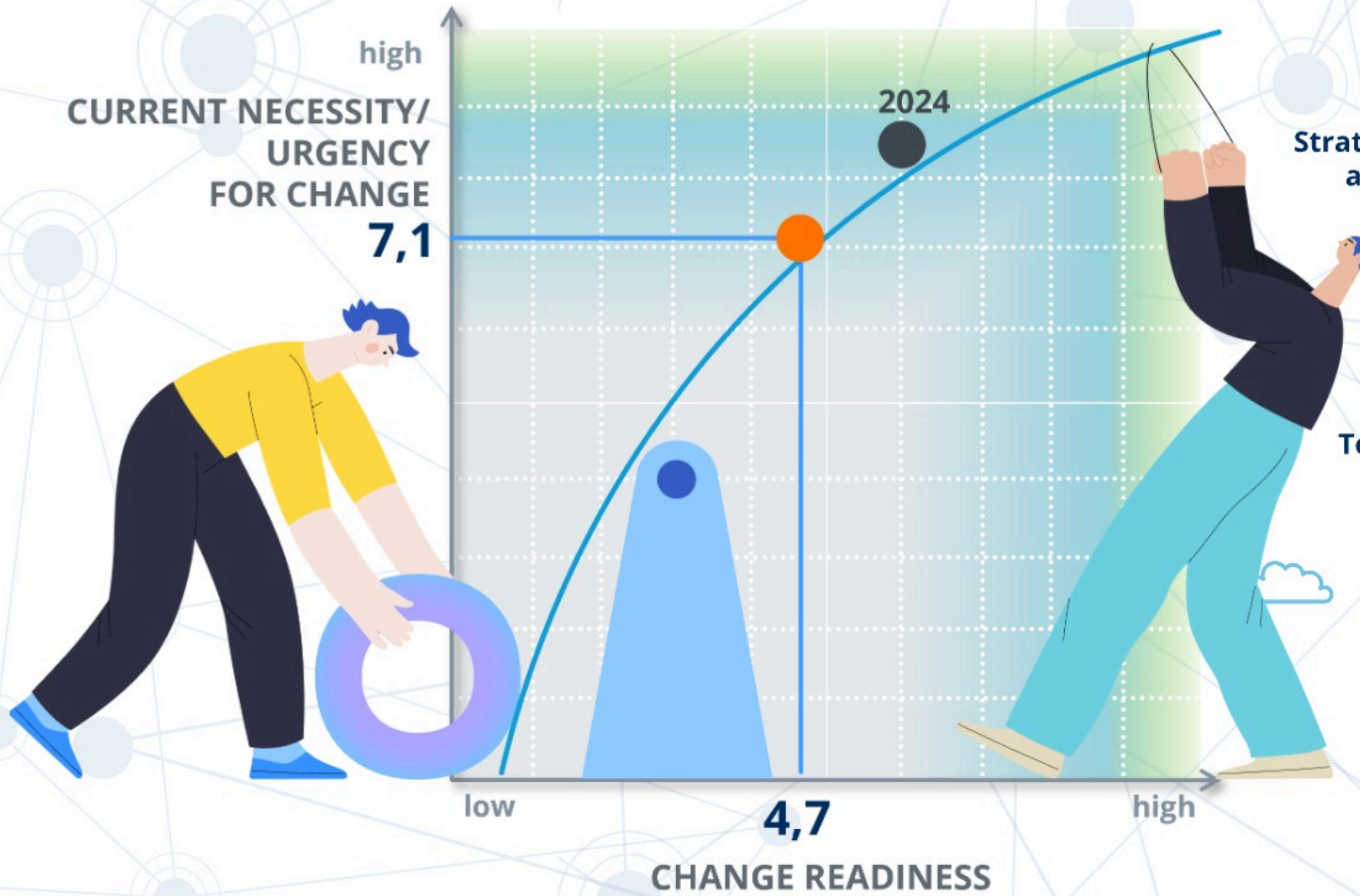
Quick decisions aligned with everyone



Main causes or drivers for transformation in organizations in 2025.
Die Haupttreiber für Transformationen in Organisationen im Jahr 2025.

**Information:
Survey Results**

Change need and capabilities.
Veränderungsbedarf und -möglichkeit.

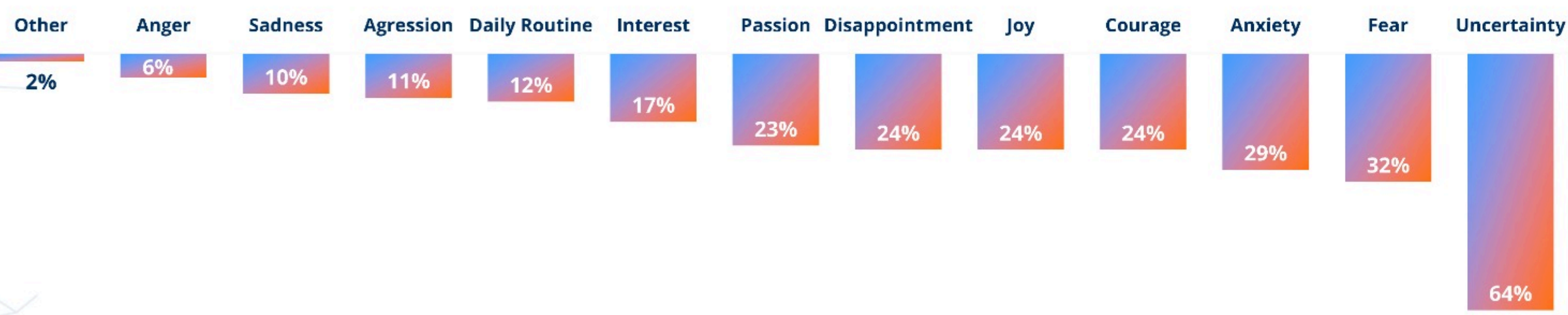


My/our hypotheses

Implications/consequences
for me/us

An essential key to successful transformation is handling (collective) emotions appropriately. Looking at the most crucial transformation projects that will affect you and your business in 2025 from an emotional point of view, which emotions might be predominant in your organization?

Ein wesentlicher Schlüssel zum erfolgreichen Wandel ist der angemessene Umgang mit (kollektiven) Emotionen. Wenn Sie die wichtigsten Transformationsprojekte, die Sie und Ihr Unternehmen im Jahr 2025 betreffen werden, aus emotionaler Sicht betrachten, welche Emotionen könnten vorherrschend sein?



Additionally mentioned emotions:
Zusätzlich erwähnte Emotionen:

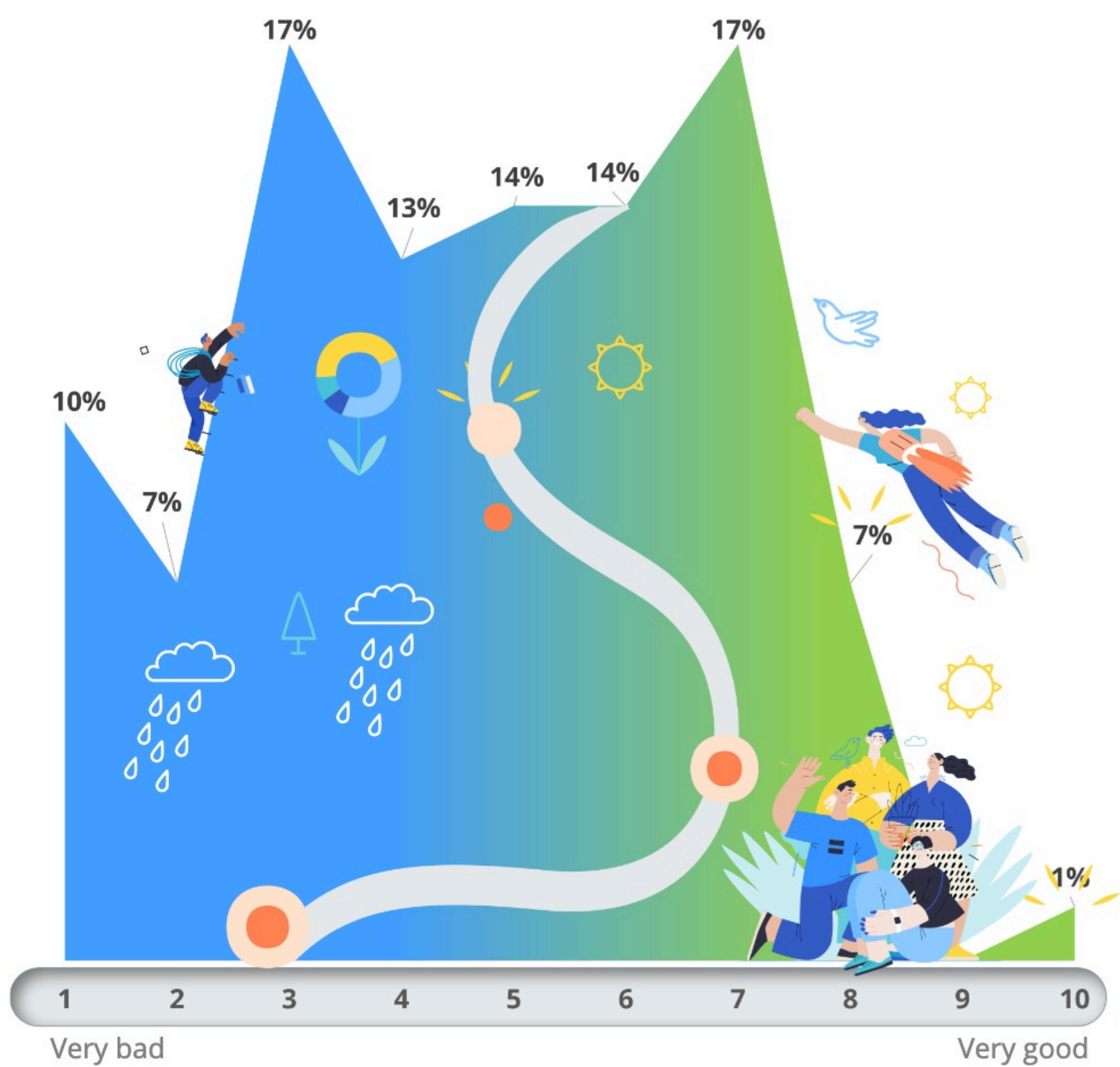


How good will your organization be at dealing with emotions brought by transformations?

Wie gut kann Ihre Organisation mit den Emotionen umgehen?

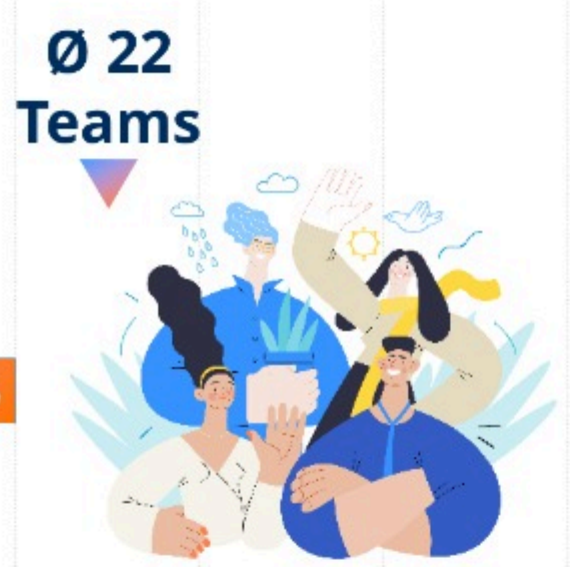
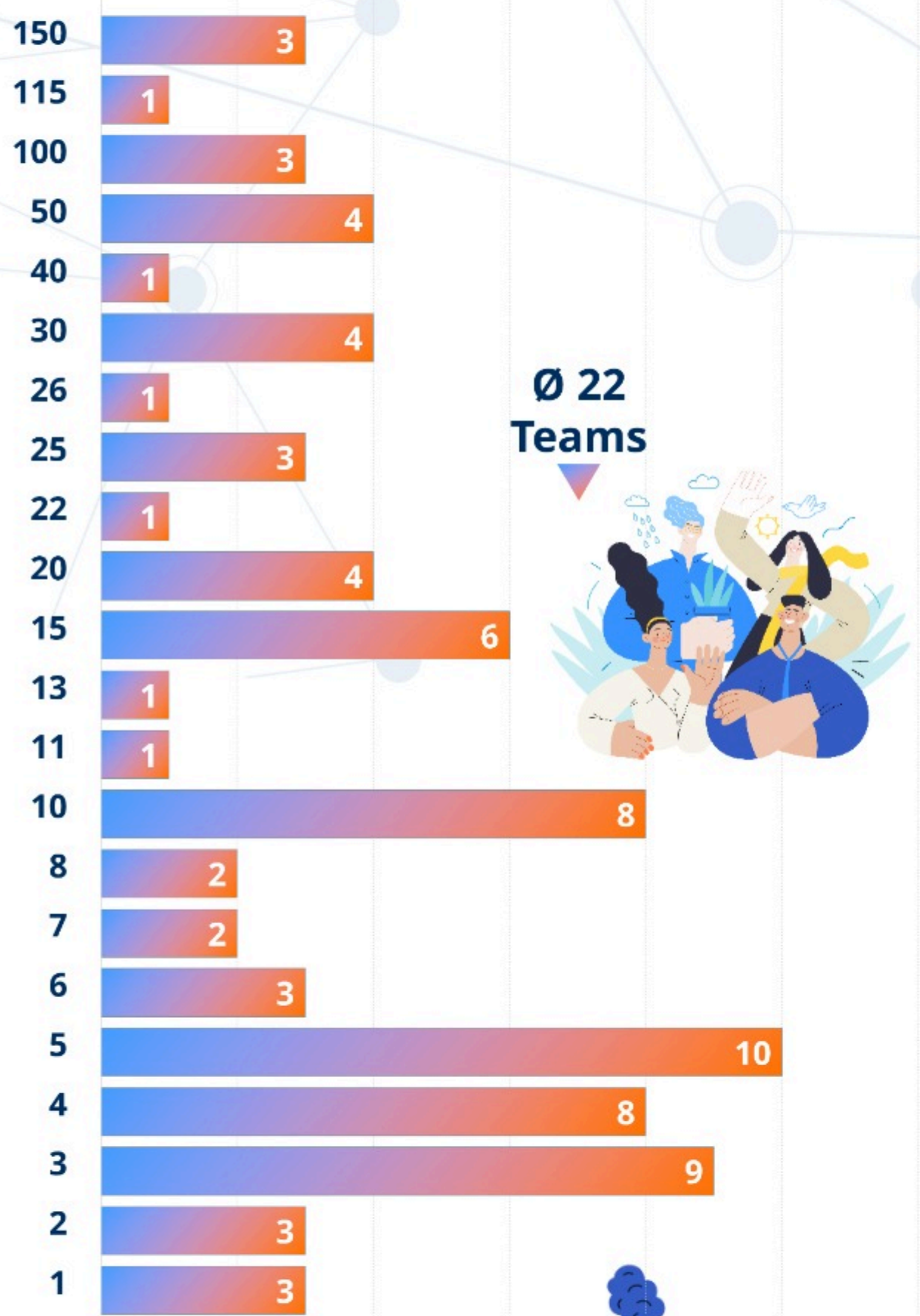
Information:
Survey Results

More than 90% of organizations see potential of doing (much) better on handling emotions



How many teams (leadership teams, cross-functional teams, project teams, etc.) will be essential contributors to your company's success in 2025?

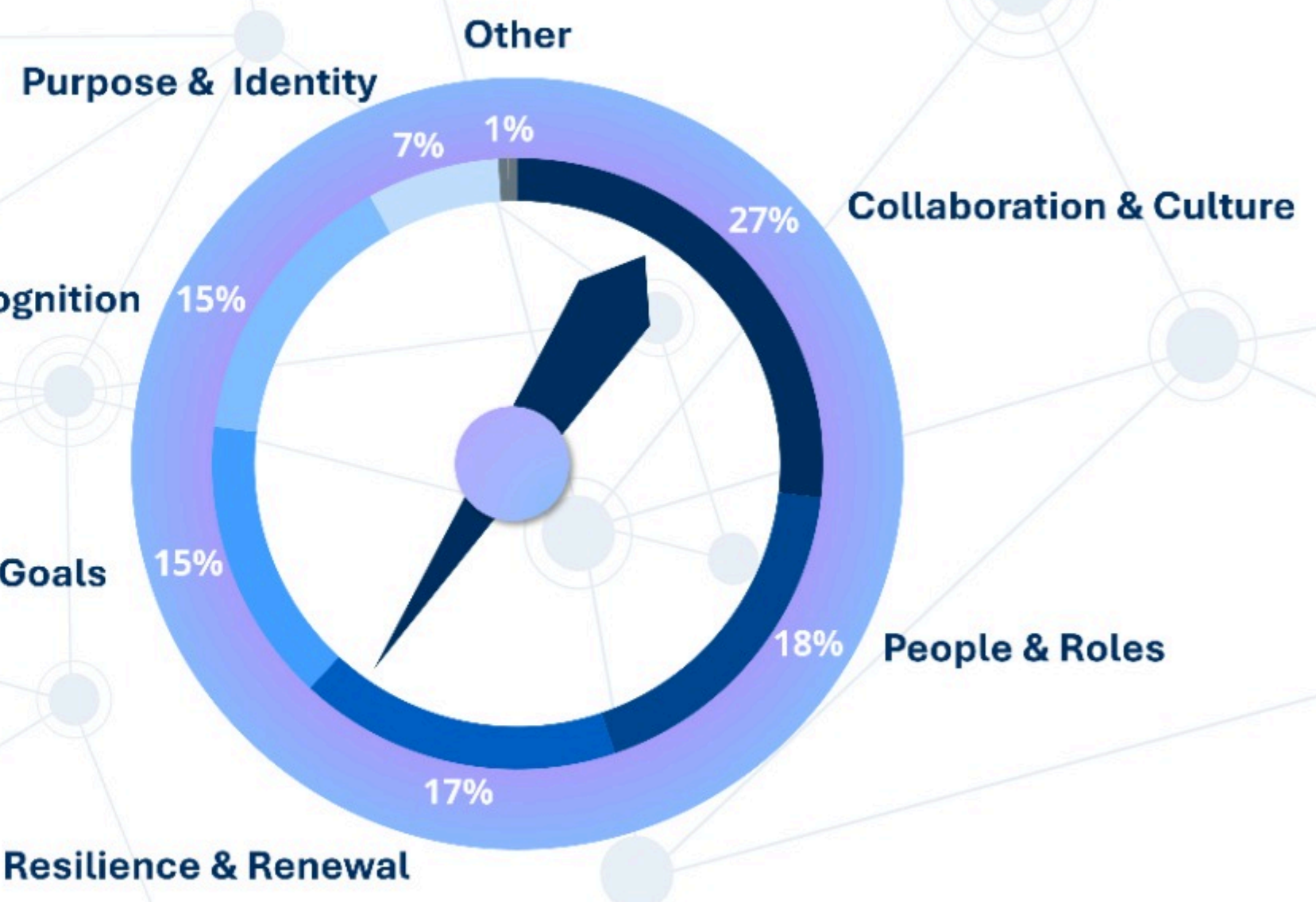
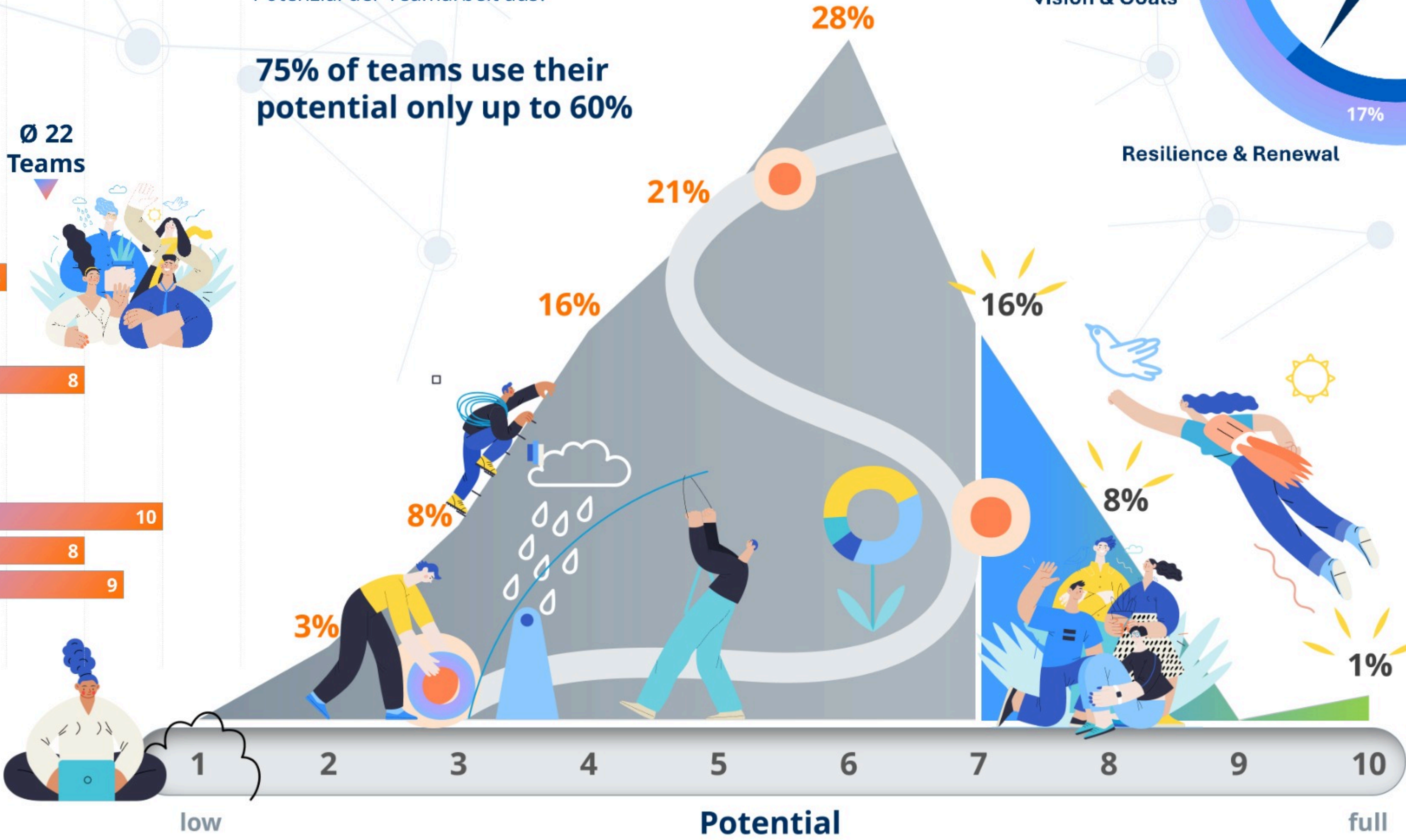
Wie viele Teams (Führungsteams, funktionsübergreifende Teams, Projektteams usw.) werden im Jahr 2025 wesentlich zum Erfolg Ihres



To what extent do these teams exploit the full potential of teamwork?

Inwieweit schöpfen diese Teams das volle Potenzial der Teamarbeit aus?

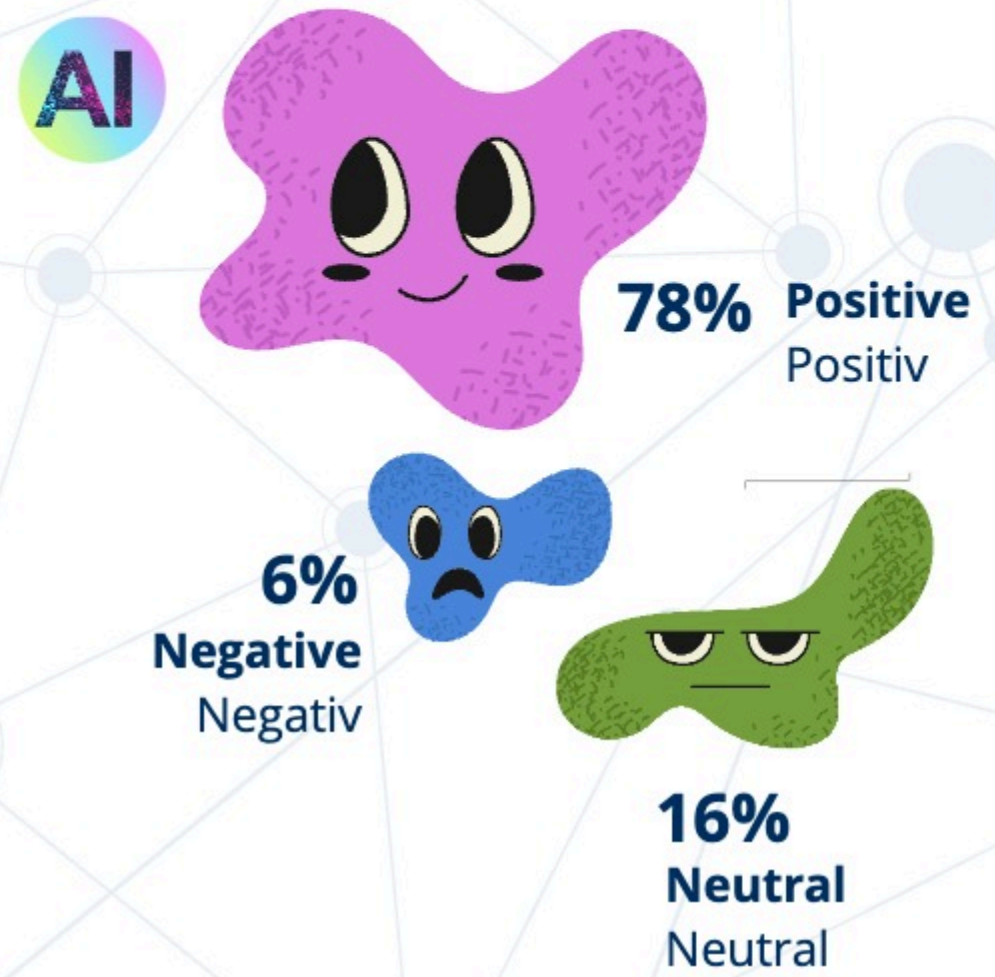
75% of teams use their potential only up to 60%



Information: Survey Results

All in all: what is the sentiment toward AI in your organization now?

Alles in allem: Wie ist die Stimmung gegenüber KI in Ihrer Organisation derzeit?



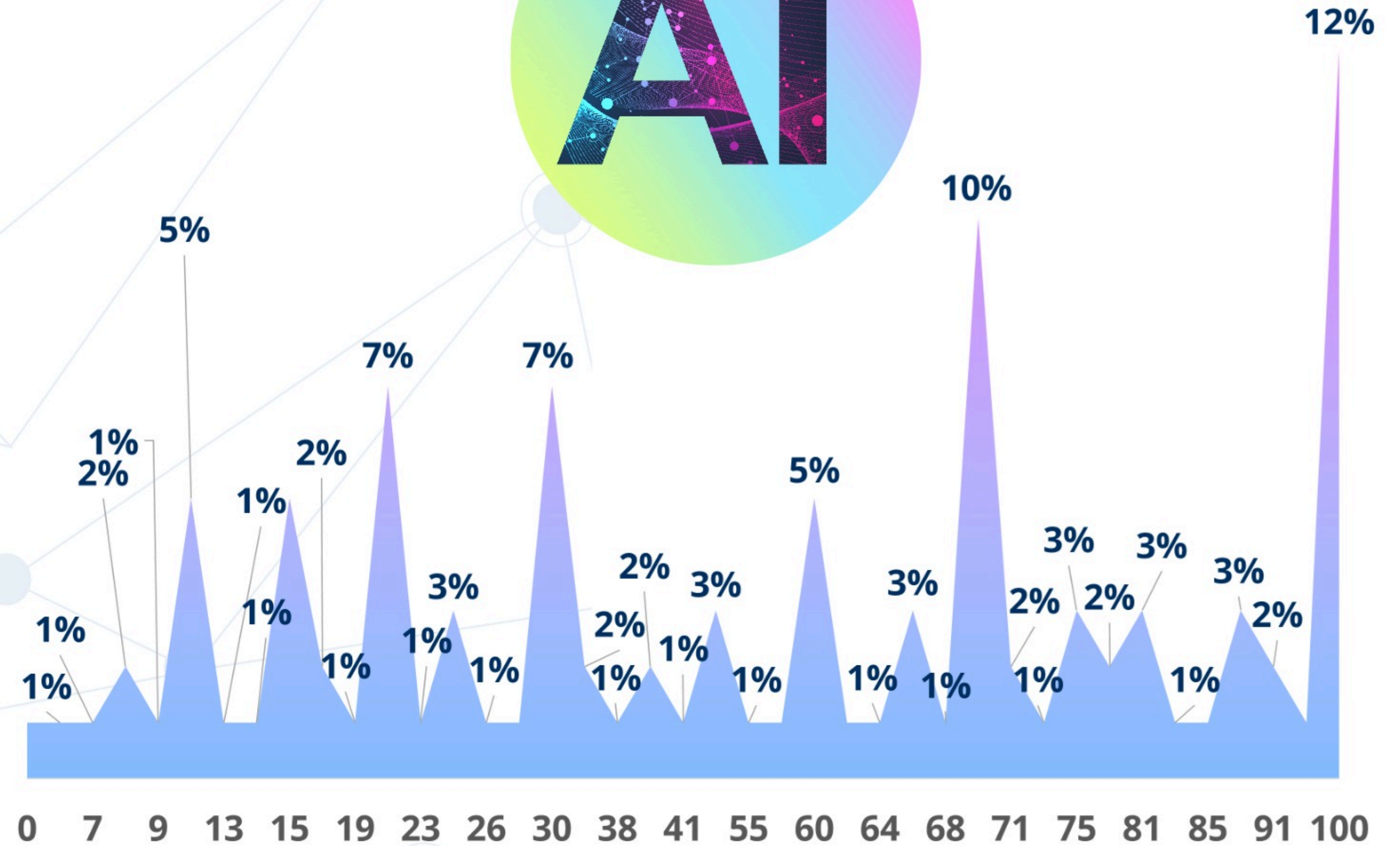
What part of your employees will be impacted by AI transformation in your organization in 2025?

Wie hoch ist der Anteil der Mitarbeiter, der im Jahr 2025 von der AI-Transformation in Ihrem Unternehmen betroffen sein wird?

**Information:
Survey Results**



**% of
amount of
involvement**

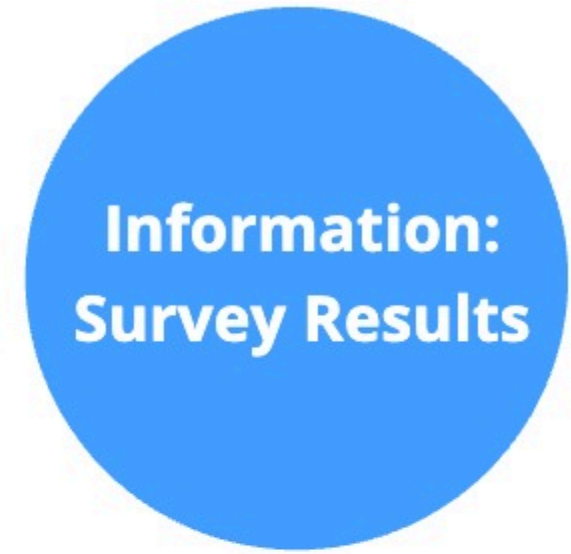


% of employes involved in transformation



What is the most burning question in ACCEPTING, IMPLEMENTING, and USING AI in your organization in 2025?

Was ist die drängendste Frage bei der AKZEPTANZ, IMPLEMENTIERUNG und NUTZUNG von KI in Ihrer Organisation im Jahr 2025?



Practical Concerns

Daily Usage:

- How do we integrate AI into daily workflows?
- What tasks, roles, and functions should AI handle?
- How can AI help us in everyday life?

Tools and Implementation:

- Find and implement manageable tools
- A platform to experiment and apply AI within safe boundaries

Speed and Flexibility:

- How do we use AI to adapt quickly to customer service process changes?
- Speed of aligning solutions with legal and business requirements

Adoption and Change Management

Acceptance and Mindset:

- Practice and acceptance
- How do we create buy-in for using AI?
- Collaborating with AI, developing an AI mindset
- How can I implement AI as a helpful and future-oriented technology without fear?

Expectation Management:

- Lowering expectations, tolerating bugs, adopting a long-term perspective
- How do we overcome the paradigm that this can all be done alongside regular tasks?

Change Management:

- Will AI implementation be disruptive or seamless?
- How can we manage AI implementation without significant resistance?

Trust and Reliability:

- Can I trust AI results?
- How much do we trust AI's statements?
 - Reliability of results
 - Data reliability vs. fake news
- Detecting genuineness vs. hallucinations in AI outputs

Regulations and Data Protection:

- Legal and regulatory frameworks
- Legal questions of ownership
- Legal uncertainty about where AI can be used (especially regarding sensitive customer data)
 - Data protection issues
- Speed of aligning new solutions with legal regulations and central works council

Ethical and Legal Concerns

Emotional Reactions:

- Fear of AI
- Secrecy
- Relief and hope for positive changes

Personal Impact

Innovation and Creativity

Human Creativity vs. AI:

- Personal creativity vs. mass production from templates
- Upholding human creativity in the face of instant AI-powered creation
- Clear understanding of what AI can and cannot do

New Ideas and Opportunities:

- Desire to innovate
- How can AI be a chance rather than a threat?

Strategic and Business-Oriented Concerns

Efficiency and ROI:

- Improve efficiency
- How to use technology efficiently
- Short-term ROI, quick wins
- How quickly will ROI occur?
- Scaling at efficient costs
- How to maximize AI for creating value for customers and internal efficiency?
- How to turn an innovative idea into a positive business case (and measure results)?

Use Cases and Applications:

- Identifying the right use cases for AI
 - Where to start
 - Concrete applications
 - Use cases
 - Potentials, efficiency in applications
 - Where are the real use cases we can apply (or build upon)?

Integration into Business:

- Integration into existing platforms
- Functional solutions
- How can it be strategically managed?
- How solid is the foundation on which we are implementing AI?
- Integration into daily workflows: What tasks, roles, and functions are affected by AI?

Job Security and Roles:

- How many colleagues will lose their jobs?
- Effects on jobs
 - Will AI reduce the workforce or enable further growth?
 - Are we replacing ourselves by using AI frequently?
 - How will roles change for those whose tasks are replaced by AI?
 - How will my job change when I use these tools?
- How can I learn quickly alongside daily challenges?

Training and Upskilling:

- Training/learning and fear of losing one's job
- How do I enable employees to use AI professionally?
- What tools should we implement, and how can we develop people's skills to use them?

Employee and Job-Related Concerns

In today's world, our greatest assets are **our strengths, our attitude, and our mindset.**

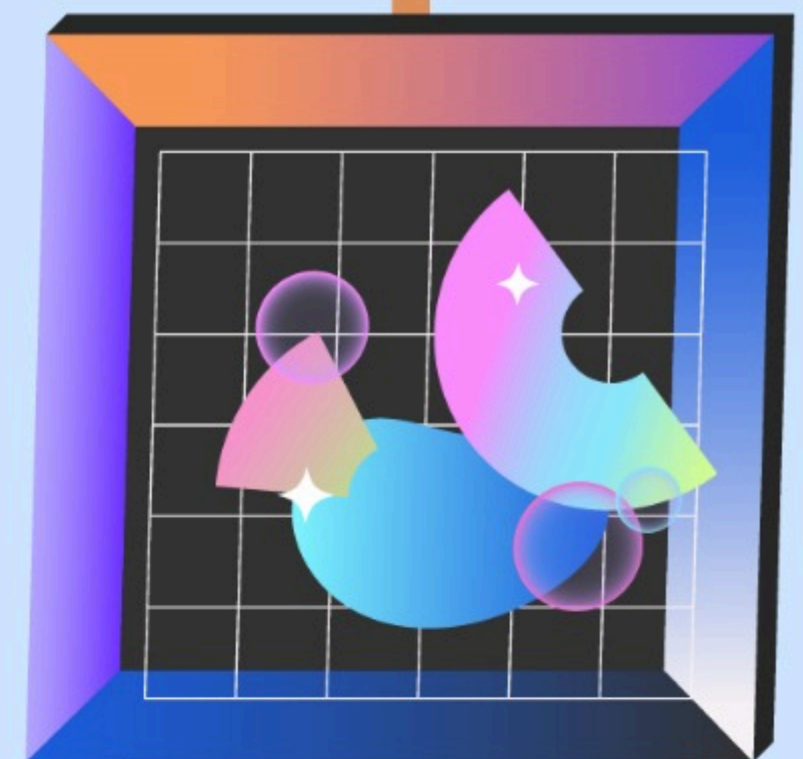
Thinking about your personal journey, **what is your greatest strength that you would like to take with you into 2025?**

In der heutigen Welt sind unsere größten Vermögenswerte unsere Stärken, unsere Einstellung und unsere Denkweise.

Wenn Sie an Ihre persönliche Reise denken, was ist Ihre größte Stärke, die Sie mit ins Jahr 2025 nehmen möchten?



**Information:
Survey Results**

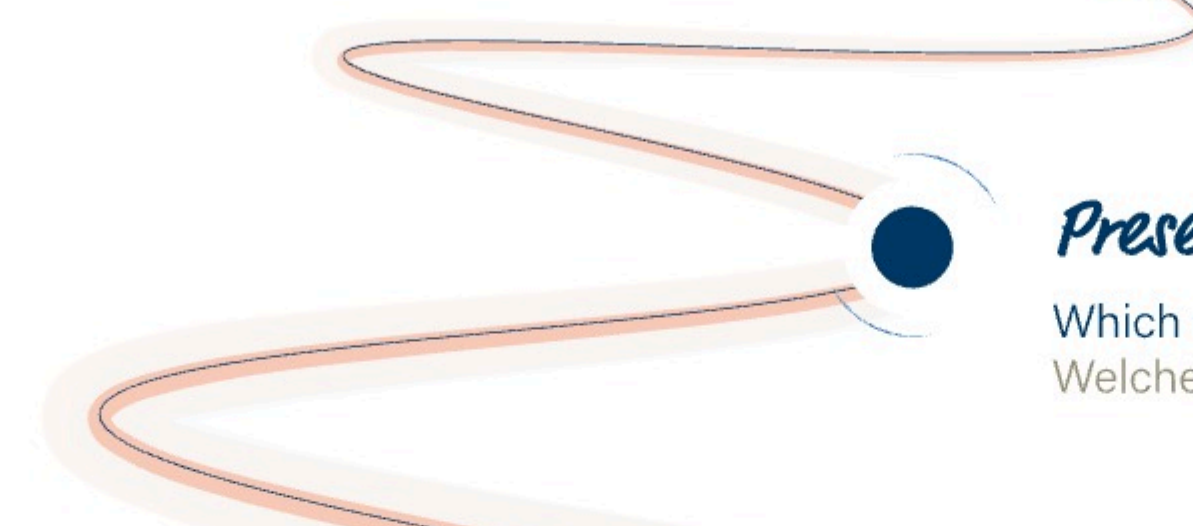


My Development Path Mein Entwicklungsweg



Preserving *Bewahren*

Which of my strengths do I want to maintain and improve?
Welche meiner Stärken möchte ich bewahren und verbessern?



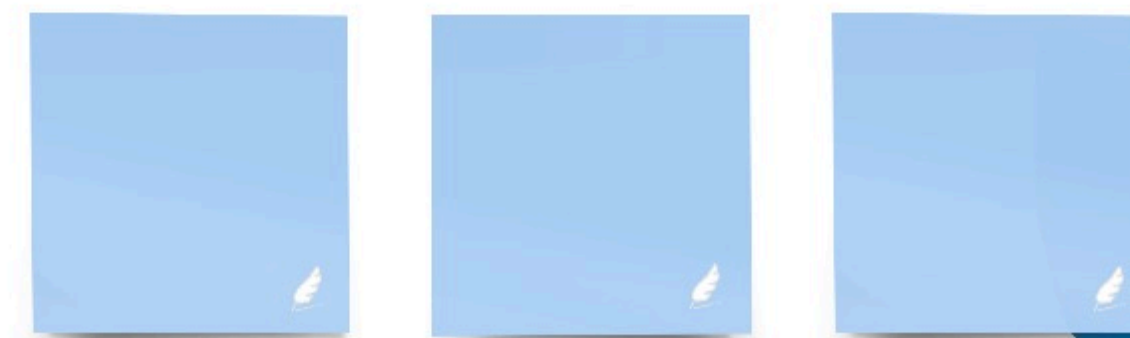
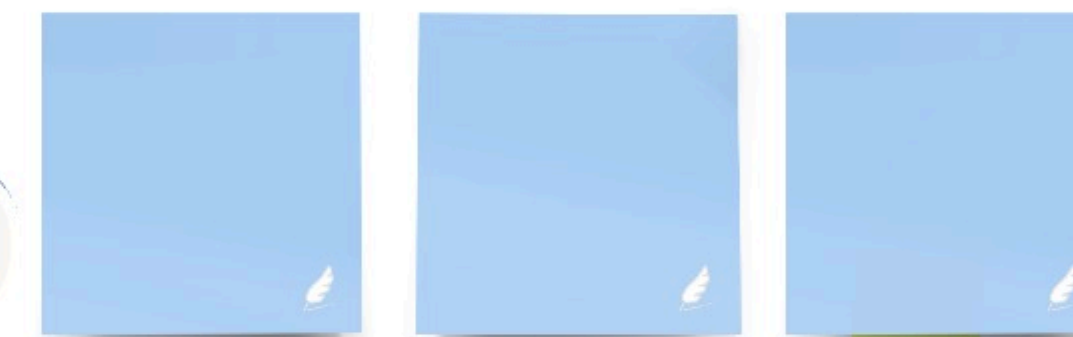
Accepting *Akzeptieren*

I can't change everything. Being wise with myself:
Is there something I simply need to make peace with or delay?
Ich kann nicht alles ändern. In „Weiser Einsicht“:
Gibt es etwas, mit dem ich einfach Frieden schließen muss
oder womit ich mich später beschäftigen sollte?



Creating *Entwickeln*

Which new strengths do I need to develop or add?
Welche neuen Stärken benötige ich oder möchte
ich entwickeln?



Letting go *Loslassen*

What am I going to eradicate or, at least, reduce?
Was werde ich loslassen oder zumindest reduzieren?





My 2025 Journey

IMPRESSUM

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