

November News | The human factor in AI transformation | Closing the AI sovereignty gap | Ethical & responsible AI | Adopt AI Summit 2nd edition – 7 days to go!

Scaling adoption, sovereignty, and human-centric AI

In this edition of Artefact's newsletter, we explore: • Re-engineering the human architecture of the AI revolution (article), • Closing the AI sovereignty gap, on sovereign, scalable AI (white paper), • Opening the black box: Responsible AI in practice (white paper), • Our second annual Adopt AI Summit on Dec 3rd and 4th: Where 20,000+ leaders shaping AI adoption will gather at the Grand Palais in Paris (book your pass).

Re-engineering the human architecture of the AI revolution



Read the Article

Many enterprises face a steep **"productivity gap"**: while individual employees using AI can work up to 20 times faster, the organization's collective output often only doubles. To bridge this gap, companies must restructure their human architecture across three core areas: 1. **Understanding the shift**: Simply applying AI to legacy workflows limits its value. To capture massive organizational gains, businesses must completely redesign job roles and adapt workflows to support autonomous agentic AI systems. 2. **Navigating the three disruption zones**: Leaders must build trust by offering clear policies on data and experimentation, eliminate process friction by co-designing workflows with frontline staff, and guide employees as their identities shift from executing tasks to evaluating AI-generated outputs. 3. **Deploying AI as an HR strategy engine**: Leaders should use AI to modernize their own operations by replacing static skill matrices with real-time, dynamic skill mapping, and automating talent acquisition, compliance, and training.

"*Ultimately, successful AI transformation is an organizational and cultural challenge rather than an IT software upgrade*", says **Stanislas Guerini**.

The author: Stanislas Guerini is **Managing Partner and Global Lead for AI People Transformation at Artefact**. A former French Minister of Public Sector Transformation and Civil Service, he specializes in organizational modernization, public sector reform, and digital transformation. For organizations ready to act on these questions, Artefact's Transformation practice offers three services: **Work & People AI Transformation**, the **Artefact AI Academy** and **AI for C-Levels**.

Closing the AI sovereignty gap: Achieving scalable, autonomous enterprise AI



Read the White Paper

Establishing true AI sovereignty does not require building everything from scratch; instead, organizations must secure a shared, governed harness layer to **scale agentic services rapidly, cost-effectively, and securely**. As organizations worldwide **accelerate the transition of core services to agentic AI**, establishing a robust sovereignty foundation has become a global operational priority. True AI sovereignty is not about absolute isolation, but about managed interdependence and maintaining strategic control over critical systems. To achieve this, enterprises must evaluate their operations against three core pillars: • **Sovereign foundations**: Securing the hosting infrastructure and ensuring critical operational data remains strictly compliant with local jurisdictional laws and security policies. • **Owned intelligence**: Maintaining control over model weights, prompt templates, and proprietary context so that underlying models can be swapped seamlessly without rebuilding applications. • **Full AI governance**: Defining explicit boundaries for autonomous agent actions, establishing clear human-in-the-loop approvals, and ensuring total decision traceability. By designing a **modular, model-agnostic architecture supported by a shared harness layer**, businesses protect themselves from restrictive vendor lock-in, insulate operations from foreign regulatory shifts, and optimize long-term unit economics.

What you will learn: You will discover how to transition from legacy systems to a sovereign-first infrastructure, why the harness layer acts as the critical control point for agentic guardrails, how eight key design factors drive latency and cost-efficiency together, and how to execute a practical roadmap to deploy your first secure agents in production within ninety days.

The authors: Rahul Arya is CEO & Managing Partner for Artefact across SAPMENA (South Asia Pacific, Middle East, and North Africa) and India, and a member of Artefact's Global Executive Committee (COMEX), and Christelle Salame is Managing Partner at Artefact SAPMENA.

Opening the Black Box: Turning responsible AI principles into practice



AI adoption is growing rapidly. At the same time, regulations such as the EU AI Act and the OECD Due Diligence Guidance are **making responsible AI an operational obligation**. AI alignment is therefore necessary. High model accuracy is a strong start, but **trustworthy AI also requires transparent, fair, explainable and sustainable models**. Drawing on interviews with ten industry leaders and on peer-reviewed research published by the Artefact Research Centre, the authors outline a practical approach to responsible AI, from principles to alignment. Here are the key takeaways: • **Responsibility cannot be delegated to AI.** Human oversight is a governance principle, not a technical add-on. • **Trust is earned in context, not on benchmarks.** Organizations that deploy AI successfully, test models for robustness, systemic risk, compliance and cybersecurity risks in their real setting, not just for accuracy. • **Reliable models show users where to look.** A model's own hallucinations reveal its weak spots. Our Artefactual package flags them in about 80 microseconds, so verification targets the few words that matter. • **Fairness can be built in at almost no cost to performance.** Bias survives the removal of sensitive data, but it can be fixed at the source. Our OT-FairBoost package reached the lowest fairness gap tested with almost no loss of accuracy, and our FairGroups package detects underserved groups no one thought to check. • **Explainability turns black boxes into decisions people can stand behind.** Our WoodTapper package expresses a model as a short list of if-then rules that business teams, risk functions, and auditors can read and challenge. • **The right-sized model is the**

sustainable one. Efficiency gains alone are offset by rising use. Choosing the smallest model that meets the need cuts a projected 7.5 tonnes of CO2eq a year down to a few kilograms.

What you will learn: How to put safeguards in place against hallucinations and algorithmic bias, govern and audit black-box models throughout their lifecycle, and reduce AI's environmental footprint by right-sizing LLMs.

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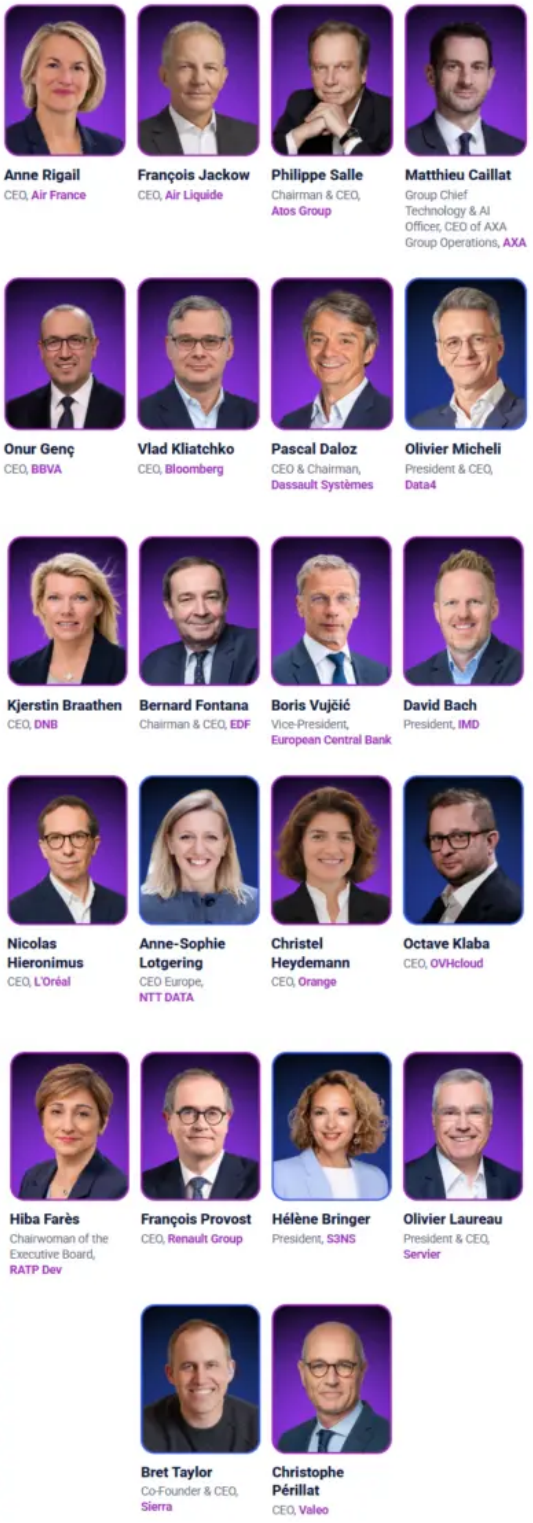
Adopt AI – Grand Palais opens next Thursday!



What does it take to put AI to work at scale? On December 3rd and 4th, this question will be explored at the Grand Palais in Paris during the second annual edition of the Adopt AI summit: 20,000+ attendees, 800+ speakers, 2,000+ CEOs and 250+ exhibitors across nine stages. **Not registered yet?** Artefact AI Digest readers get a last-minute rate on the Regular Access pass: both days, all stages, the expo floor and networking.

Secure your pass

One pass gives access to all nine AI stages: CEOs, Finance, Health, Industry, Defense, Retail & Consumers, Travel, People, and Society. **The CEO Stage hosts the leaders of global groups.** Each one explains what AI is changing in the way they run their company.



See the full CEO Stage program

Download the official Adopt AI mobile app on the Apple App Store or Google Play. Click here for a quick guide to using the app for access to: • Maps, sessions, and networking tools • Floor plan & logistics • Network & meeting requests • Badge scanning • Program & sessions and more. ***See you soon at Adopt AI – Grand Palais!***

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