Agentic AI: Core patterns for organizational redesign
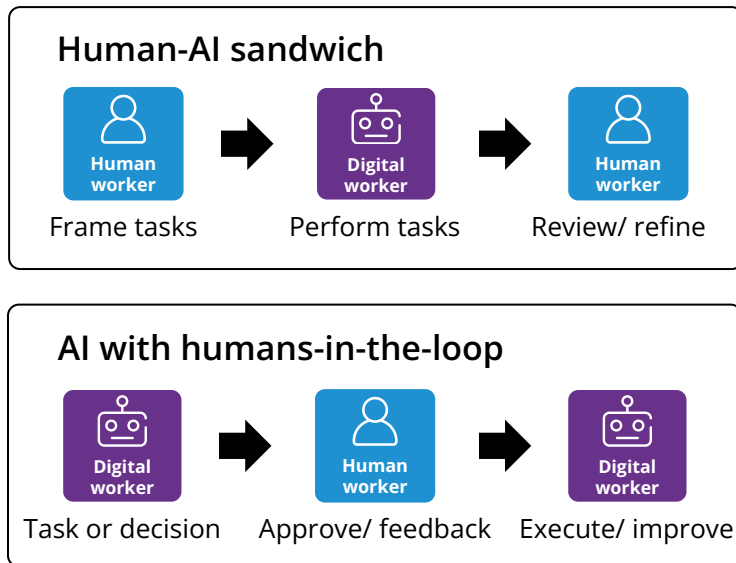
Worker value shifts

Automation

Human worker

↓ Substitution

Digital worker

Productivity

Human worker

↘ Task allocation ↙

Human worker   Digital worker

Augmentation

Human worker

↑ Cognitive support

Digital worker

Traditional workflows

Human workflows

Human worker → Human worker → Human worker → Human worker

Process automation

Human worker → Process automation → Process automation → Process automation
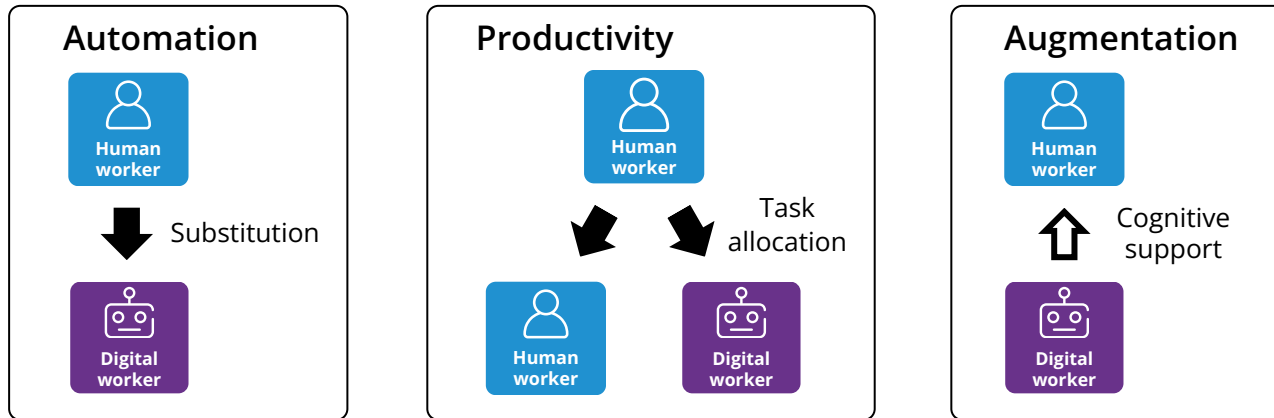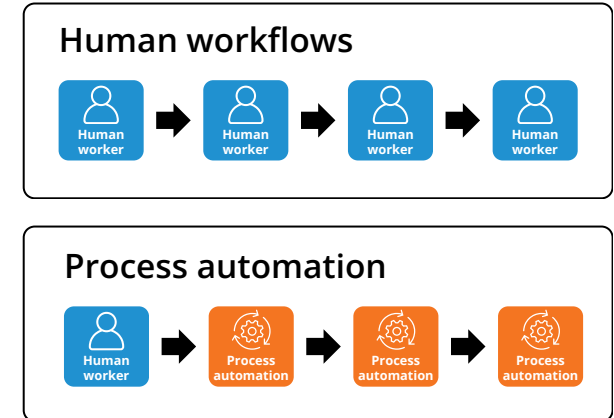
Elemental Humans + AI workflows

Human-AI sandwich

Human worker → Digital worker → Human worker

Frame tasks   Perform tasks   Review/ refine

AI with humans-in-the-loop

Digital worker → Human worker → Digital worker

Task or decision   Approve/ feedback   Execute/ improve

High-performance Humans + AI workflows

Dynamic work orchestration

Digital worker   Digital worker   Human worker   Digital worker   Digital worker

Human worker   ↓ Orchestrator   Digital worker

Digital worker   Digital worker   Digital worker   Digital worker   Human worker

Digital worker   Digital worker   Digital worker

Human worker   Digital worker   Digital worker   Human worker