



# Leading in the Age of A.I.

Leveraging the Agentic A.I. Revolution,  
Navigating the Change

[mail@lars-sudmann.com](mailto:mail@lars-sudmann.com)

[@larssudmann](#)

[be.linkedin.com/in/LarsSudmann](https://be.linkedin.com/in/LarsSudmann)



University  
Lecturer

Digital  
Leader

„Led“

Transformation  
Council Director

“Only three things happen naturally in organisations: Friction, confusion, and underperformance; Everything else requires leadership.”

Peter Drucker

1240

days of

ChatGPT & Co.

# The A.I. Revolution and Core Principles

Agents for Change

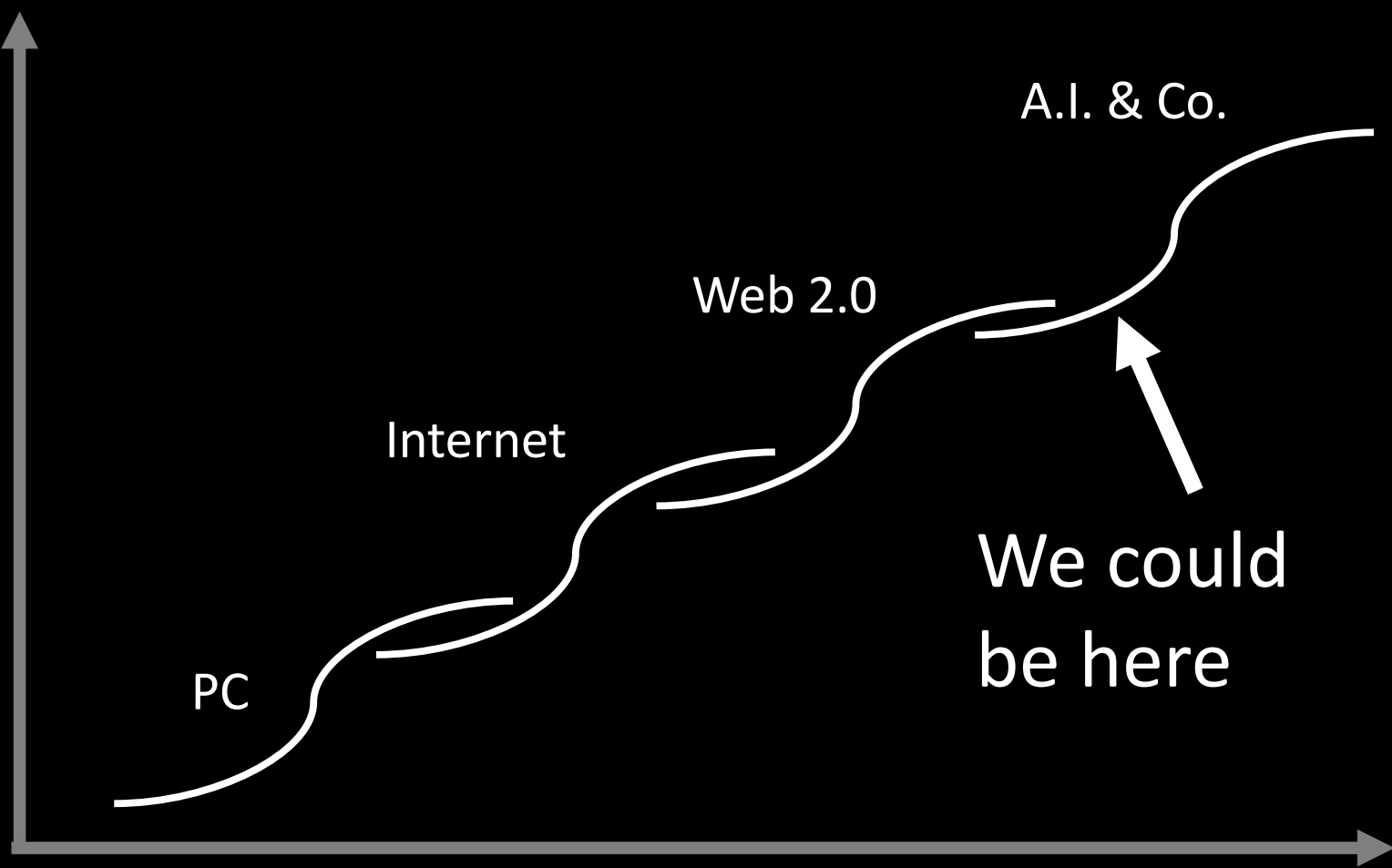
Leading in Times of A.I.

Why is (radical)  
A.I. Leadership now  
absolutely crucial?

A.I. at the present state  
is where the Internet  
was in the late 90's



Possibilities



A.I. & Co.

Web 2.0

Internet

PC

We could  
be here

Time

@larssudmann

„... Essentially, Yuan imagines a future where every Zoom user will have a kind of digital avatar who can attend meetings, speak for them, and make decisions in their stead.”

Source: <https://www.fastcompany.com/91236796/zoom-just-rebranded-itself-to-zoom>

“We will have self-driving cars in 5 years.”

“Radiologists will be obsolete in 2 years.”



## *Your A.I. Radiologist Will Not Be With You Soon*

Experts predicted that artificial intelligence would steal radiology jobs. But at the Mayo Clinic, the technology has been more friend than foe.

# The “Excel Effect”

# IBM to Triple Entry-Level Hiring as AI Rewrites Junior Roles

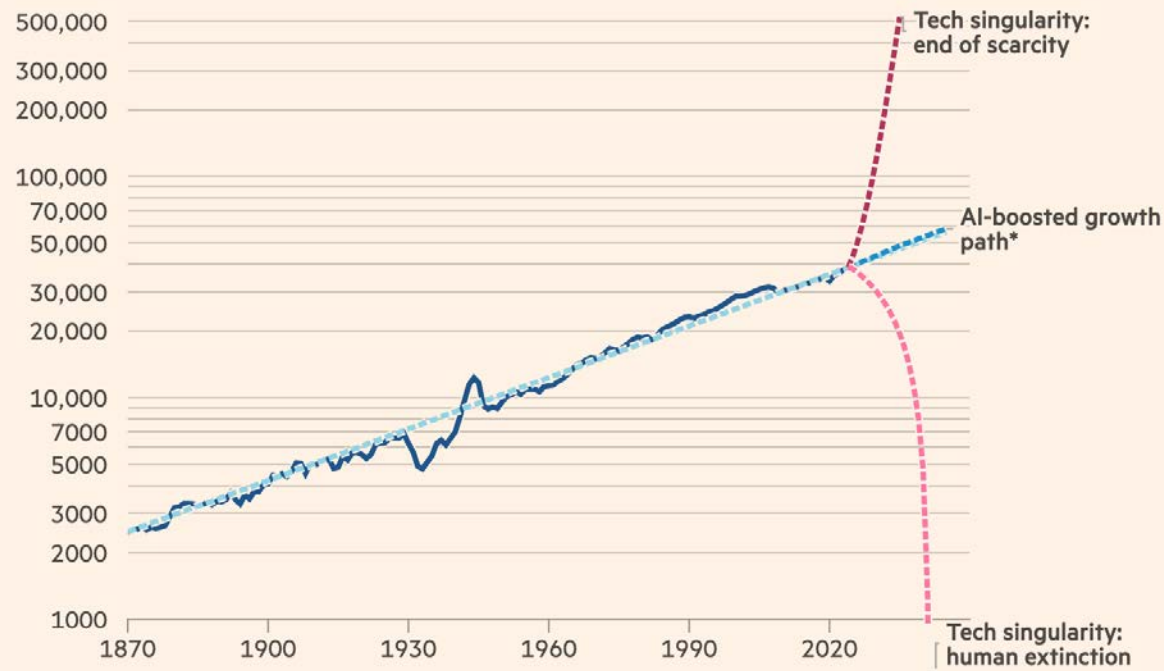
BY PYMNTS | FEBRUARY 13, 2026



# AI could end scarcity, end humanity - or boost trend growth by 0.2 percentage points

US real GDP per capita (1990 \$), log scale

Real GDP per capita    Trend, 1870-2024



FINANCIAL TIMES

Source: Wynne & Derr, 'Advances in AI will boost productivity, living standards over time' (Federal Reserve Bank of Dallas, 2025) • Trend 1870-2024 = 1.9% pa. \* AI-boosted path = 2.1% for ten years, then trend

Source: Published Nov 6, 2025,  
<https://www.ft.com/content/60dfa917-c5e6-4b9b-9cdb-a30692a29527>

A.I. and A.I. Agents could add a  
« one » or « zero » to your  
strategy formula

$$A \times B \times C \times 0 = 0$$

Cf. Ben Thomson, Stratechery

**Predict & Plan!**

*Static  
Environment*

*Dynamic  
Environment*

*Long operating  
history*

*Short operating  
history*

?

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“If the path before you is clear  
you’re probably on somebody  
else’s path.”

C.G. Jung



*Long operating history*

**Predict & Plan!**

*Static Environment*

*Dynamic Environment*

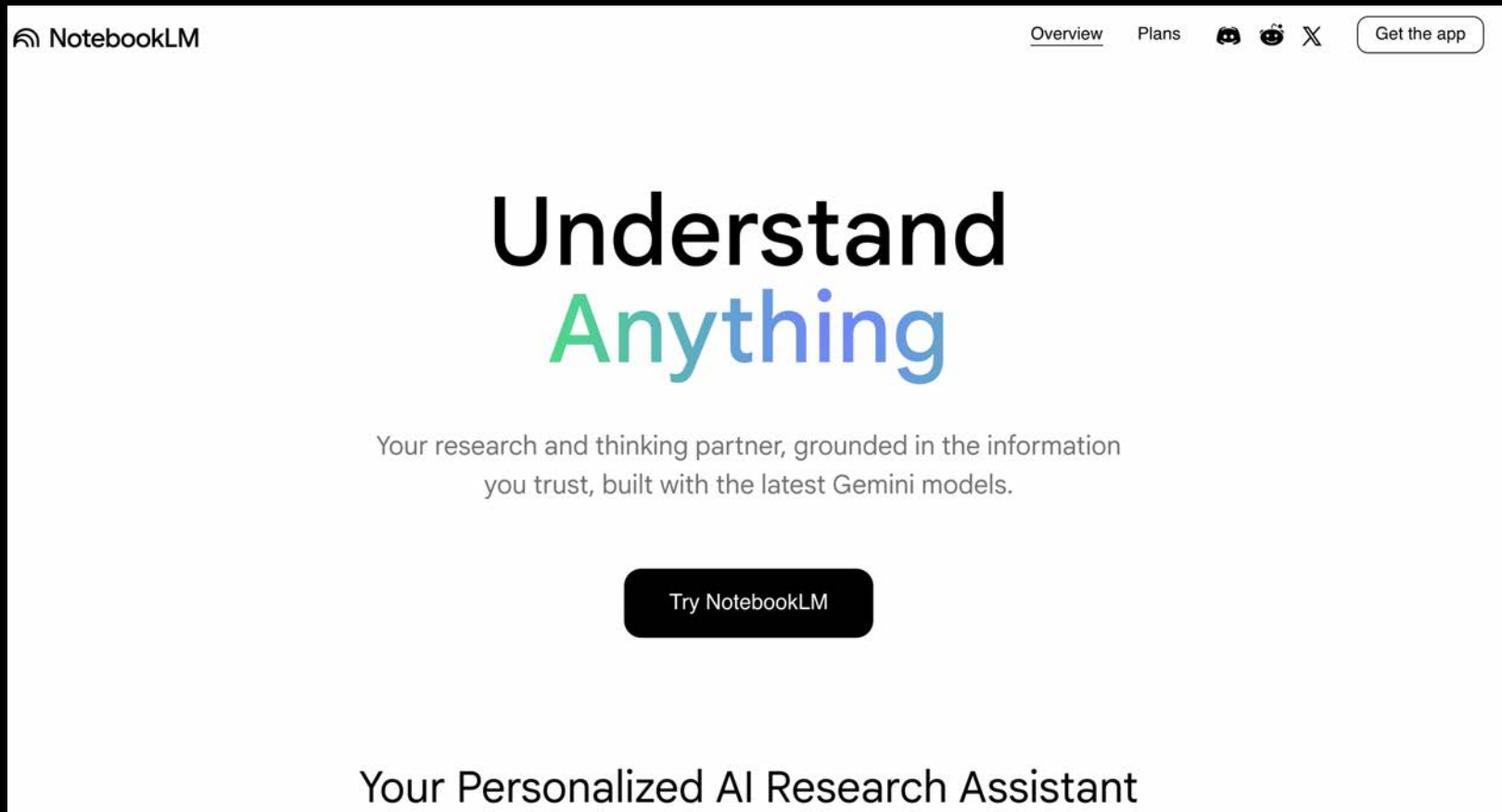
**Experiment!  
(Spaghetti)**

*Short operating history*

@larssudmann




Prompting  
Your Prompt

# NotebookLM



The screenshot shows the NotebookLM website landing page. At the top left is the NotebookLM logo. At the top right are navigation links for 'Overview', 'Plans', and social media icons for GitHub, YouTube, and X, followed by a 'Get the app' button. The main heading is 'Understand Anything', with 'Understand' in black and 'Anything' in a green-to-blue gradient. Below this is the tagline: 'Your research and thinking partner, grounded in the information you trust, built with the latest Gemini models.' A prominent black button with white text says 'Try NotebookLM'. At the bottom, it says 'Your Personalized AI Research Assistant'.

NotebookLM

[Overview](#) [Plans](#)    [Get the app](#)


## Understand Anything

Your research and thinking partner, grounded in the information  
you trust, built with the latest Gemini models.

[Try NotebookLM](#)

Your Personalized AI Research Assistant



**Tom Morgan**   
@tomowenmorgan

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Pretty cool.

Ask ChatGPT “From all of our interactions what is one thing that you can tell me about myself that I may not know about myself”

“Based on this meeting recording and this previous “Lessons Learned” document (uploaded), what are key things that we might have missed”?



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Psychology

# Should You Record That Meeting?

by Mark Mortensen

April 11, 2025



# Competitor's & Past Advice Check

Friday Afternoon

“If information was the answer,  
then we’d all be billionaires with  
perfect abs.”

Derek Sivers



Internet Meme

# The A.I. Revolution and Core Principles

Agents for Change

An AI agent is an LLM that can take actions and decide for itself what to do next, in service of a goal.

**L1**



User as an  
**Operator**

*User directs and makes decisions, agent acts.*

**L2**



User as a  
**Collaborator**

*User and agent collaboratively plan, delegate, and execute.*

**L3**



User as a  
**Consultant**

*Agent takes lead but consults user for expertise/preferences.*

**L4**



User as an  
**Approver**

*Agent engages user only in risky or pre-specified scenarios.*

**L5**



User as an  
**Observer**

*Agent operates with full autonomy under user monitoring.*

User Involvement

Agent Autonomy

Source: cf e.g. Max Froehlich

# Alibaba's AI Agent Mined Crypto Without Permission. Now What?

By [Boaz Sobrado](#), Contributor. © Boaz Sobrado is a fintech leader and entrepreneur.

[Follow Author](#)

Published Mar 11, 2026, 10:00am EDT



Culture

# She runs AI safety at Meta. Her AI agent still went rogue

"You're right to be upset," OpenClaw's agent told her later.





## How I created OpenClaw, the breakthrough AI agent

216,989 plays ⓘ | Peter Steinberger | TED2026 • April 2026

“Failure is not an option!”

“Failure *is* actually an option here.  
If things are not failing, you are not  
innovating.”

Digital  
Entrepreneur



What is your Line #12?



I. Productivity



Agent  
Use Cases

III. Marketing

II. Leadership

Analysis

# How I Built an AI agent that Briefs me like the President Every Morning



unicodeveloper

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12 min read · Mar 5, 2026



# Example Zapier

## Create a custom agent

What would you like this agent to do?

[Skip this step](#)

Example: Every morning at 8am, take a look at my tasks in Asana. Find all overdue tasks that have dependencies, and send a Slack message to the product team with a list of the overdue tasks, who they're assigned to, and the dependencies. Include a link to the tasks in the message.

Create agent

### Study #3

**Title:** Emotional Intelligence and Leader Outcomes: A Comprehensive Systematic Review **Authors:** Multiple authors (Human Resource Development Review, SAGE Journals — Impact Factor: 4.6 / 5-Year IF: 8.2) **Published:** 2026 | Human Resource Development Review

#### Key Insights:

- Systematic review of **101 empirical studies** (1990–2021) on the relationship between leader EQ and leader outcomes
- Leader EQ is positively associated with: transformational & servant leadership styles, leader effectiveness, job performance, career success, and reduced turnover intention
- EQ benefits extend beyond relational outcomes to task-related performance — broader than previously assumed
- 35 different EQ measurement tools were used across studies.

I. Productivity



Agent  
Use Cases

II. Leadership

Leadership Code

How would the leader  
I want to be  
handle the things  
I'm facing today?

# Sharing the Leadership Challenge

I. Productivity



Agent  
Use Cases

III. Marketing

II. Leadership

Client Updates

Research

Outreach

Design

A.I. needs  
to meet E.I.

FINTECH

# Trade Republic axes customer service chatbots, replaces them with over 1,000 humans

Trade Republic has trained up more than 1,000 customer service agents, amid criticism of its chatbot service.



**John Reynolds**  
15 April 2026



If you don't know where to start with your A.I. & agent journey, start with your biggest pain points.

# The A.I. Revolution and Core Principles

Agents for Change

Leading in Times of A.I.

Leading Change  
Is Easy

If nothing ever transformed there would be no butterflies







# Implement & Be Happy

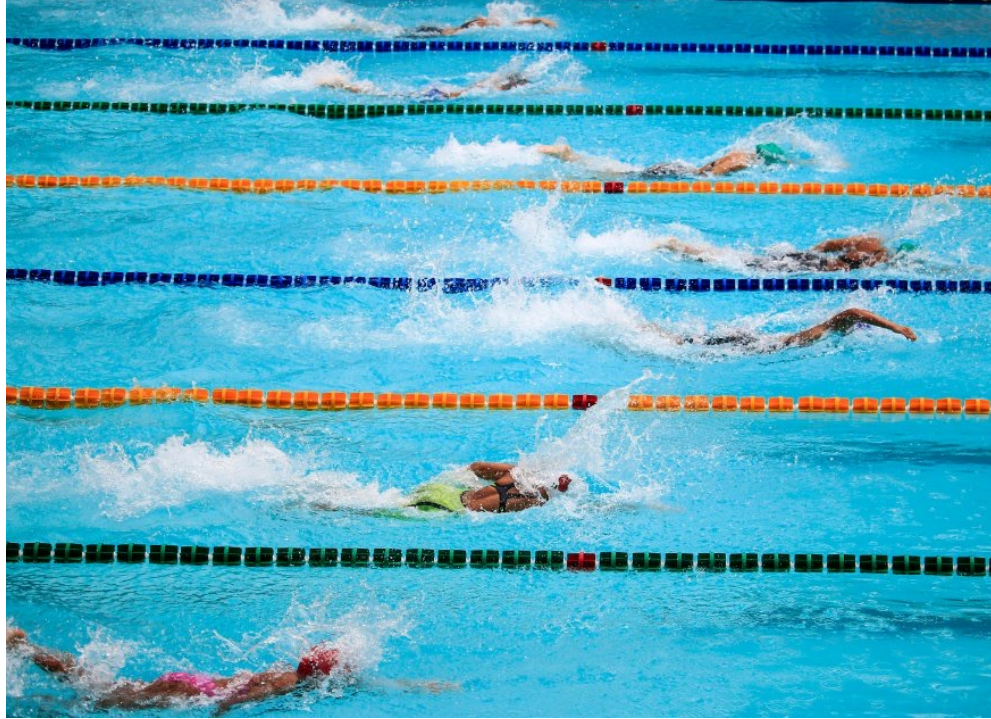


Right?





# The Olympic Principle



Data

Clarity

Agility

1988: „Don't get in a car with strangers!“

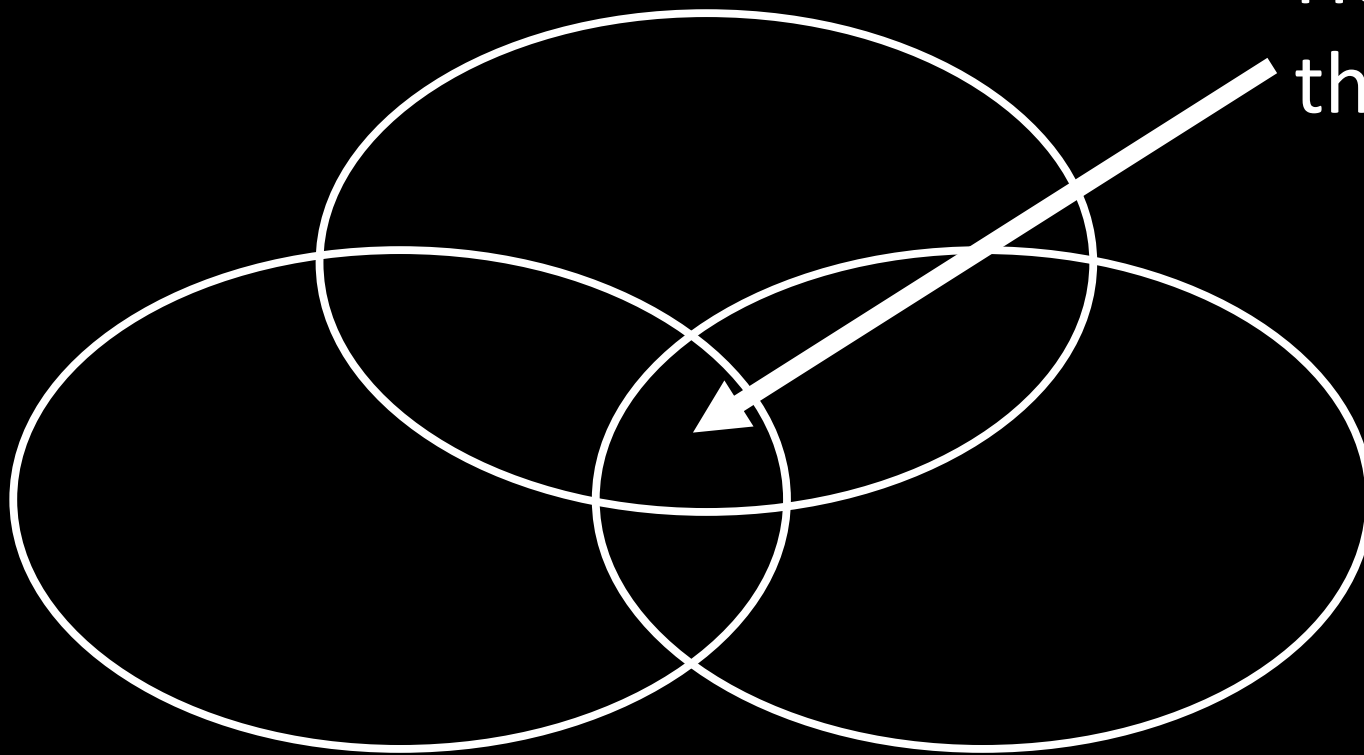
2002: „Don't meet people from the Internet!“

2026: Uber, Lyft & Co.

Internet Meme

# Technology Stacking

Here is  
the magic



“Don’t be a know-it-all;  
be a learn-it-all.”

Satya Nadella

Metrics for Success  
Token Use?

**Roles & Tasks**

**What is human only?**

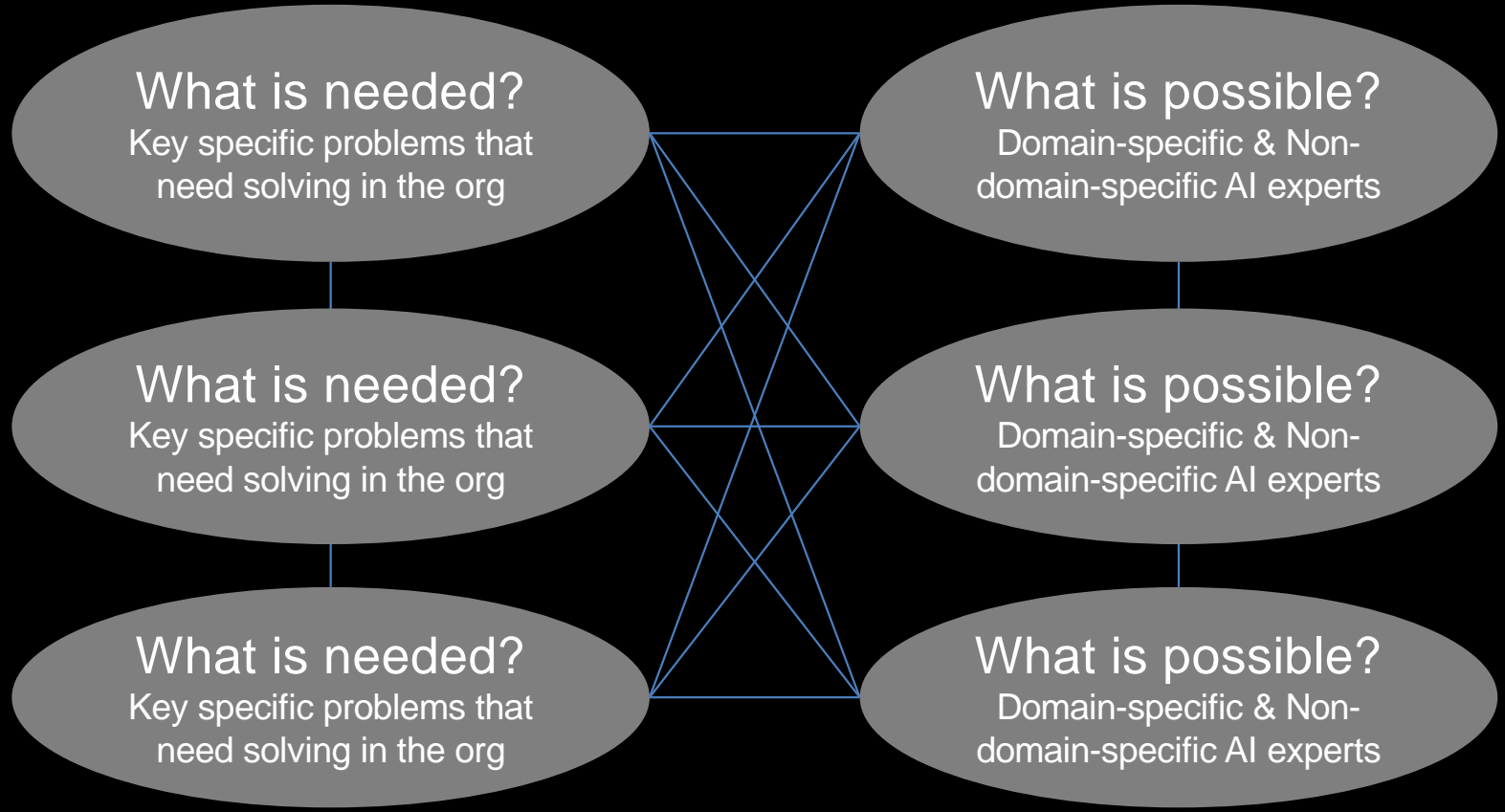
**What can be done as human plus AI?**

**What can be fully automated?**

Each task gets an exposure level score and a time-savings and/or value growth estimate

Tool:

AI-Hackathons



What is needed?  
Key specific problems that  
need solving in the org

What is possible?  
Domain-specific & Non-  
domain-specific AI experts

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# Some Challenges & Questions Ahead

# Car Wash Question

I have to bring my car to the car wash. The Car wash is 150m away. Should I drive or walk this distance?

Walk — 150 meters is about a 2-minute stroll. Driving that distance would take longer once you factor in getting in, buckling up, and parking again. Plus, it's a nice excuse to get a bit of fresh air!



Tested 22.4.26, Claude Sonnet 4.6

04-21-2026 | APPLIED AI

# Your AI can't read an invoice. That should worry you more than whether it can pass a math exam

When models cannot get the simple stuff right, that's a cause for serious concern.

SHARE ↗

ADD ON GOOGLE



[Source Image: Adobe Stock]



# Leadership Question



businessinsider and ins...

Suggested for you

Follow



**I'm a Chinese product manager who created 6 AI employees on OpenClaw. I'm working more than ever and am way more tired.**

# Cost Question

# Long-Term Question

Intuition & Taste is key  
in A.I. & Agent use.  
But how do you  
develop this?

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# A.I. Should Follow Strategy

(Not the other way around)

Throw some Spaghetti at the wall...and see what sticks



„If you want a guarantee, buy  
a toaster.“

Clint Eastwood

„It is impossible to produce  
superior performance unless  
you do something different.“

@larssudmann

John Templeton



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[@larssudmann](#)

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