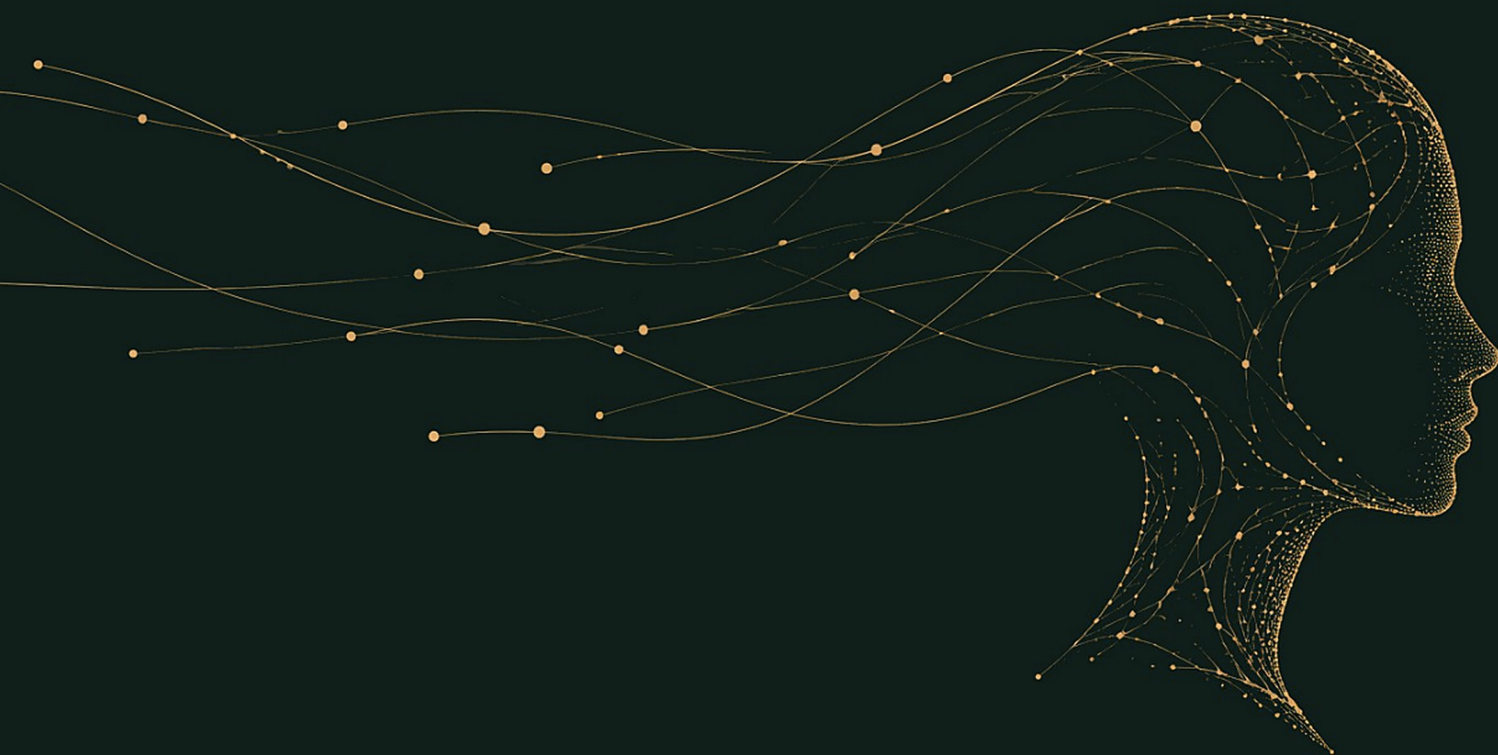


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SYMPHONY WORKFORCE INTELLIGENCE | PULSE

Conducting the Human-AI Symphony

The question is not what AI can do. **It is who we become.**

Individuals. Organisations. Nations.

esper.global

THE CHALLENGE

Ambition is universal. Execution is not.

Every government and enterprise has committed to becoming AI-native. Yet AI is not delivering the value promised, and the reason is rarely the technology. It is people, and how work is defined around them.

70%

of AI value comes from people and processes. Algorithms account for just 10%.

BCG

1%

of executives describe their organisation as mature in AI, while 92% plan to invest more.

MCKINSEY

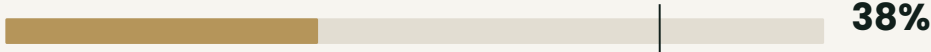
GCC NATIONAL AI CAPABILITY BENCHMARK

The ambition is national. The capability is less than halfway there.

AI readiness, leading GCC benchmark



Talent capability



AI readiness, GCC average



Marker: 80% target for AI-native operation

92%

of AI capabilities need immediate activation, with the workforce as the binding constraint.

Source: ESPER Symphony AI Capability Assessment, 7 entities, 37 leadership interviews, 196 capabilities and skills.

THE ROOT CAUSE

No one has defined what AI-native actually means.

So every human capital decision rests on assumptions. Organisational design, hiring, learning, leadership, mobility, succession and performance are each built without a common foundation, and investment in AI never becomes value.



THE COST

1%

of executives call their organisation mature in AI, while 92% keep investing.

THE ANSWER

Conduct the Human-AI Symphony, starting with the score.

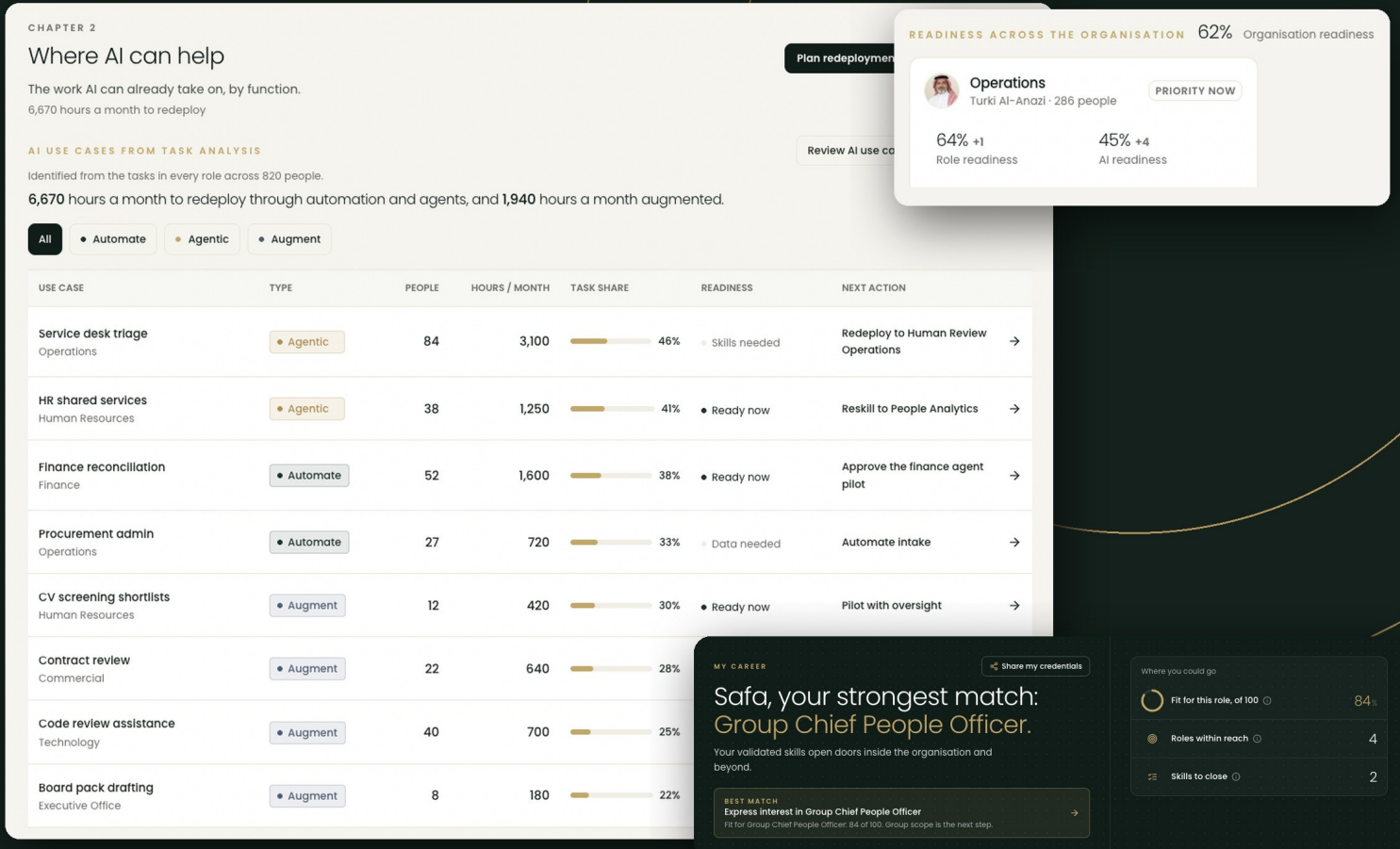
ESPER first defines what AI-native means for you, mapped to every role. Every talent decision then rests on evidence.

THE HUMAN-AI SYMPHONY PLAYBOOK | FIVE MOVEMENTS

I	Set the Score	One governed capability standard
II	Rewrite the Parts	Roles redesigned for people and agents
III	Tune the Orchestra	Everyone assessed, leaders first
IV	Seat the Players	Capability data drives talent decisions
V	Conduct Continuously	One live record of capability

SYMPHONY WORKFORCE INTELLIGENCE PLATFORM

AI is not here to replace who you are. It is here to amplify who you can become.



Capability framework

AI capabilities, skills and behaviours, governed as one national standard.



Validated, role-based

Adaptive assessment aligned to ISO 10667, defensible and comparable.



Human. AI. Agent.

What people lead, what AI amplifies, and what agents perform.



One next move

Learning, mobility and succession driven by validated skills.



Synced to your systems

Integrated with your HRMS, LMS and LXP as the system of record.

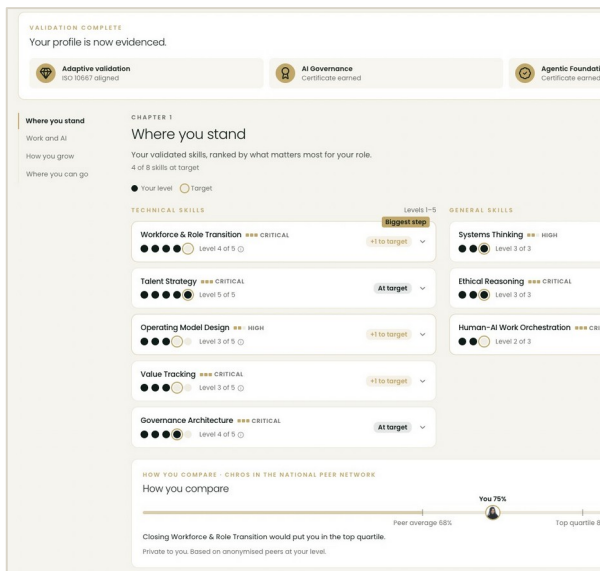


Sovereign by design

Hosted in-country, with full data residency in your jurisdiction.

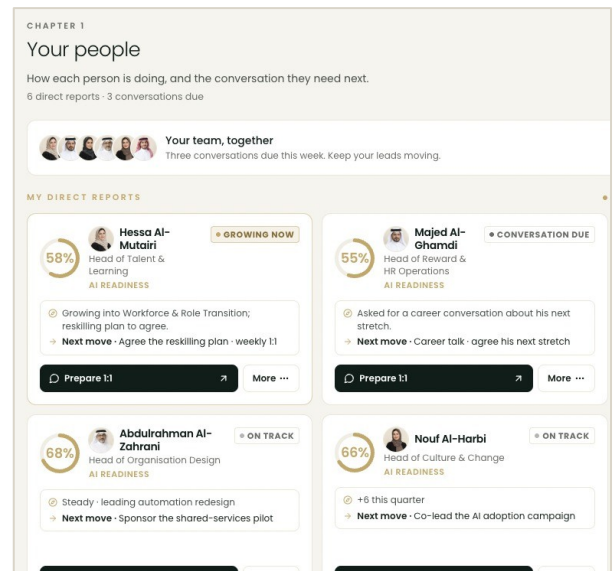
SYMPHONY IN ACTION

Individual to nation. From me to my organisation.



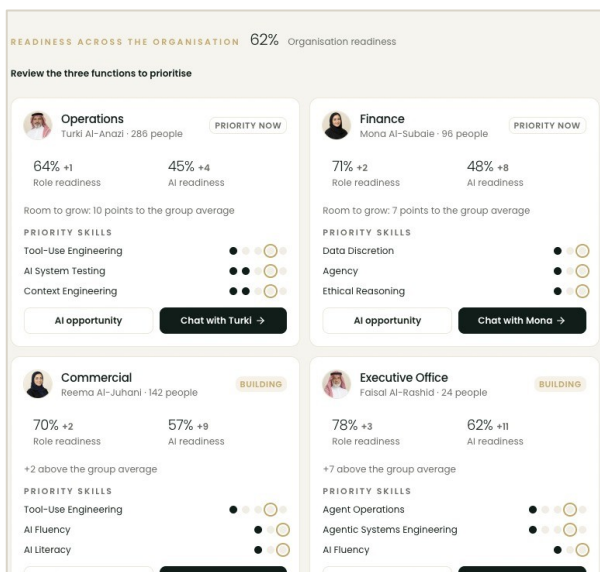
INDIVIDUAL Where you stand

Validated skills against the role, and the biggest step to grow.



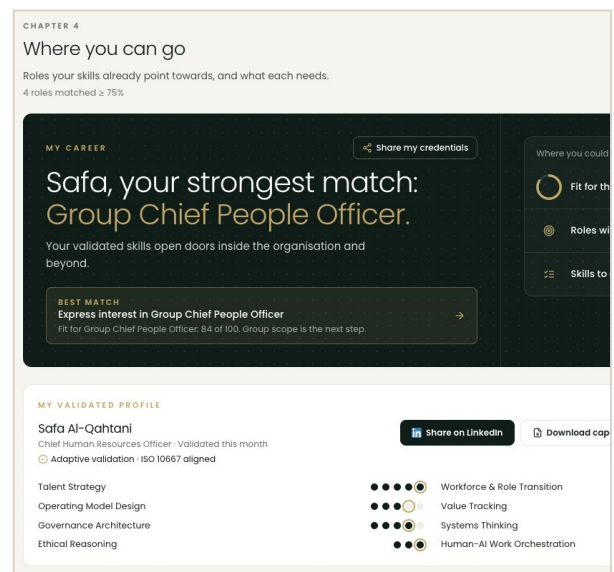
TEAM Your people

Every leader sees each report's readiness and the conversation they need next.



ORGANISATION Readiness

Role and AI readiness by function, and where to act first.



CAREER Where you can go

The roles validated skills already open, inside and beyond.

Experience Symphony symphony-demo.esper.global

UNIFIED TALENT MANAGEMENT FRAMEWORK

From complexity to clarity.

Discover. Develop. Deploy. Deepen.

Managing a human-AI workforce is complex. Symphony starts with one foundation, then fuels every talent decision across the lifecycle.

01	02	03	04
Discover	Develop	Deploy	Deepen
Secure future talent	Build capability	Match skills to value	Sustain engagement
Talent Acquisition	Critical Skills Identification	Workforce Mobility	Total Rewards
Employer Brand	Learning and Development	Performance Management	Employee Experience
Onboarding	Leadership Development	Succession Management	Recognition and Wellbeing
<i>Role profiles set the hiring bar</i>	<i>Gap scores target learning</i>	<i>One scale for people and agents</i>	<i>Reassessment evidences growth</i>



Symphony at the core. One validated capability record gives every role, every skill and every team visibility and definition.

DELIVERED WITH PULSE CONSULTING

**Organisational Design**

Roles redesigned for people and agents

**Change Management**

Adoption and trust in AI-enabled work

**AI-Enabled HR Operations**

Automated services and support

**Workforce Analytics**

Integrated data and scenarios

THE PATH TO AI-NATIVE

AI-native, by design.

Compose. Orchestrate. Perform.



MONTHS 1 TO 3

Compose

Define AI-native and baseline

- ✓ AI-native definition and framework agreed
- ✓ Every role mapped to an AI-native profile
- ✓ Complete organisational diagnostic



MONTHS 4 TO 9

Orchestrate

Shape strategy and design

- ✓ Workforce and L&D strategy
- ✓ Organisational and role design
- ✓ Plans across Discover, Develop, Deploy, Deepen



MONTHS 10 TO 15

Perform

Live on Symphony

- ✓ Symphony live, hosted in-country
- ✓ Integrated with HRMS, LMS and LXP
- ✓ Live workforce analytics and reassessment

Symphony and PULSE work together through every phase. Timelines are indicative and shaped with you.

WHY ESPER

Architects of the Human-AI Symphony.

3 weeks

GOVERNMENT CLIENT

Assessment to organisational design and sourcing strategy.

Team and organisational maturity, individual maturity, personal learning pathways, sourcing and development priorities, and risk profiles, all evidenced in a single view.

84%

participant satisfaction

81%

would renew their programme

81%

want to extend it to more teams

ESPER AI leadership programme, participant survey, 2026.



Only SFIA-accredited organisation in the Middle East



ISO 10667-aligned adaptive validation



Advisory to ministries and sovereign investors across the GCC



Forbes Technology Council and HBR Advisory Council



SEE YOUR SYMPHONY

AI success is defined by people. You. Your team. Your organisation.

Begin with a conversation. Three steps, before any commitment to the platform or a programme.

01 Overview

A briefing on Symphony and PULSE, shaped around your mandate.

02 Discovery session

Where AI can create value, and where your workforce stands today.

03 Defining AI-native

A working session to define AI-native for you, starting from ESPER's capability framework.

Book your demo

symphony@esper.global

General enquiries info@esper.global



Experience Symphony

symphony-demo.esper.global



Read the playbook

[Forbes Technology Council](#)

Become who you can.

esper.global