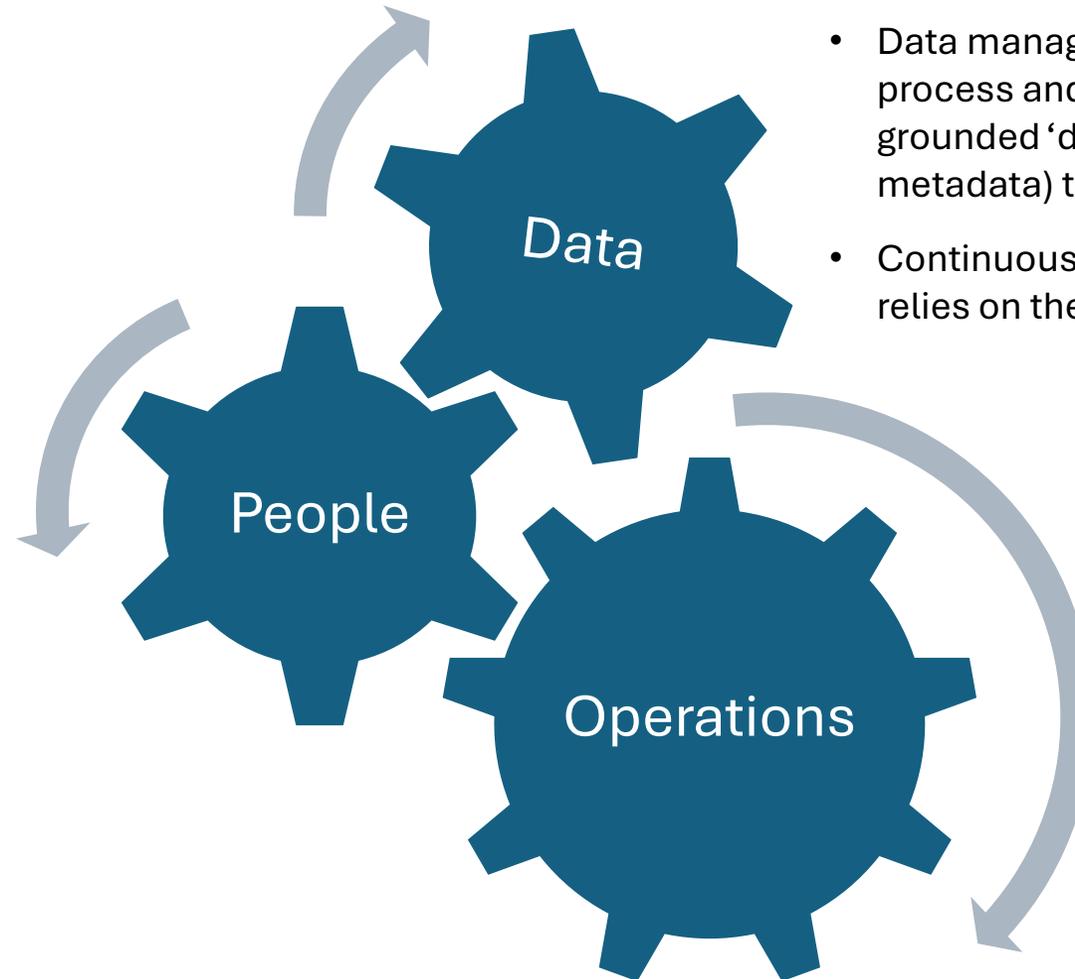


System-of-Systems Interdependent Coordination & Governance

People

- Upskilling: Data & AI Literacy
- Prevention of downskilling
- Team compositional shifts
- Evolution of roles & responsibilities
- Engagement with broad stakeholders for quality & safety throughout the data & AI lifecycle



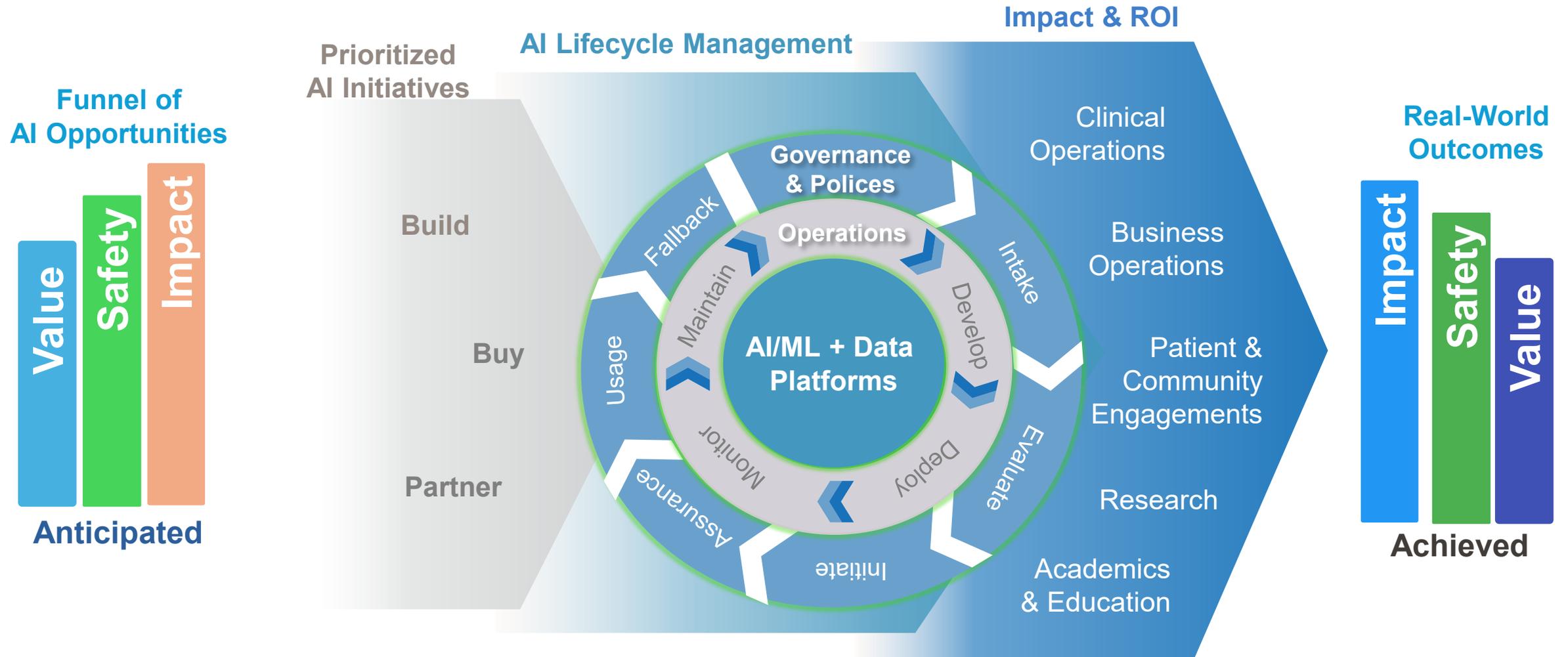
Data

- Data management framework made up of people, process and supporting technology that has grounded 'data in context' (i.e. with contextual metadata) to empower effective AI
- Continuous maintenance and iterative improvement relies on the people and operational coordination

Operations

- Technical: Infrastructure, AI lifecycle management
- Operational integration: Working with business units to first understand & define the purpose (i.e. what problem are we trying to solve?) to identify the fit-for-purpose solution. If that solution is AI, then how is it best integrated into the workflows and what are the meaningful metrics

AI Governance to Empower Impact, Quality, Safety & Risk Mitigation

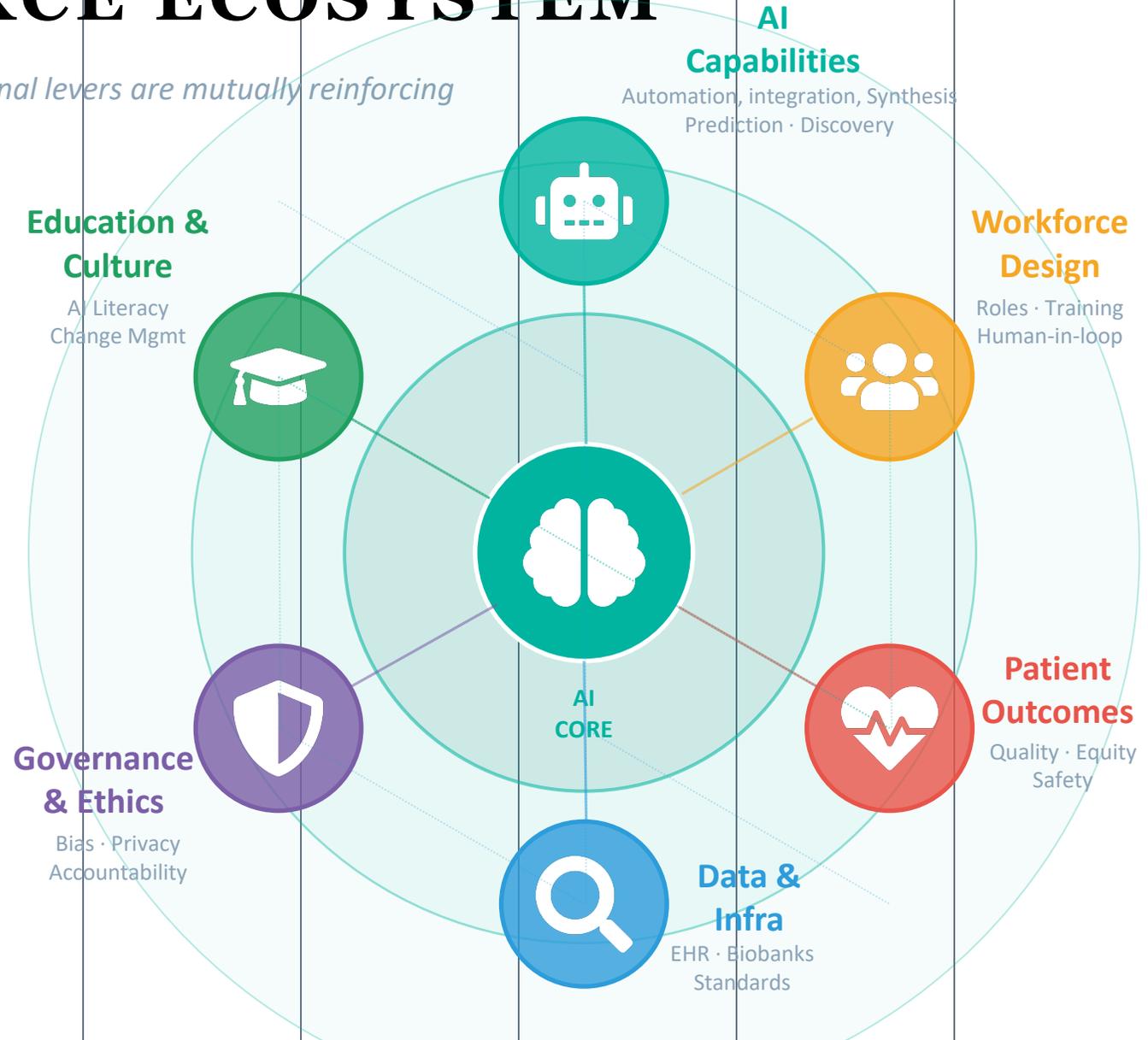


THE AI-WORKFORCE ECOSYSTEM

How AI capabilities, workforce roles, and organizational levers are mutually reinforcing

EXAMPLES OF INTERDEPENDENCIES

- **AI Capabilities ↔ Workforce Design**
 Tools shape roles; roles shape tool adoption
- **Workforce Design ↔ Patient Outcomes**
 Skilled staff translate AI insights into care quality
- **Governance ↔ All Nodes**
 Ethics & accountability underpin every component
- **Data & Infra ↔ AI Capabilities**
 Data quality directly limits AI model performance
- **Education ↔ Workforce Design**
 Literacy programs accelerate role transformation
- **Patient Outcomes ↔ AI Capabilities**
 Real-world results feed back to retrain models



MAXIMIZING WORKFORCE VALUE

Six mutually-reinforcing imperatives drawn from the ecosystem model



Build AI Literacy at All Levels

Tiered training from clinicians to C-suite. Frontline staff need tool fluency; leaders need strategic judgment.



Embed Effective and Enabled Human-in-the-Loop Design

Clinicians retain final authority over AI-aided decisions. Every high-stakes workflow must have a defined override point.



Redesign Roles Proactively

Map AI disruption to current job families. Create hybrid roles (AI Clinical Lead, Research Informaticist) before vacuums form.



Mandate Data with Context

Ensures fit-for-purpose data for fit-for-purpose AI. Enables bias audits and understanding why model performance is poor or changes



Co-Design with End Users

Oncologists, nurses, and researchers must shape tool interfaces. Iterative feedback loops drive adoption and surface safety gaps.



Track Outcomes, Close the Loop

Measure efficiency gains AND patient outcomes AND staff wellbeing. Feed results back to retrain models and redesign workflows.