



speexX
empowering people

KI als kognitives Trojanisches Pferd

Von „KI einsetzen“ zu „KI erweitert mich“: Warum es um neue Möglichkeiten und Wertschöpfung am Arbeitsplatz geht – nicht nur um Effizienz.

Designing the Future of Learning

Frankfurt, 19. März 2026

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Fischer, Knoblauch & Co.

excelerate

THE STORIES OF TODAY **Futurism** SIGN UP FOR OUR DAILY MOVING THE MARKETS OF TOMORROW NEWSLETTER [CLICK HERE](#)

ARTIFICIAL INTELLIGENCE | ETHICS

THANKS, YOU'RE FIRED

Sam Altman Thanks Programmers for Their Effort, Says Their Time Is Over

"You're welcome. Nice to know that our reward is our jobs being taken away."

By **Victor Tangermann** / Published Mar 17, 2026 3:59 PM EDT



Kevin Dietsch / Getty Images



● MOST POPULAR

Object Spotted Near Earth May Be Ancient Spacecraft

By **Victor Tangermann**

If You're a Tech Worker With an Attractive Girlfriend, We Have Extremely Bad News

By **Joe Wilkins**

Venture Capitalist Warns That It's All About to Come Crashing Down

Automatisierung und Robotik
waren in den letzten 40 Jahren
die Haupttreiber für
Einkommensungleichheit
in den USA.

Alles,
was mit Sprache zu tun hat,
lässt sich
automatisieren.

Mittelmaß wird automatisiert

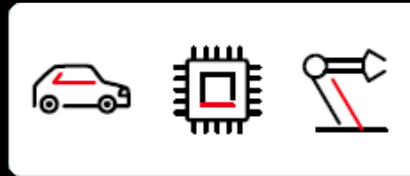
Immer wiederkehrende Tätigkeiten werden automatisiert

World Economic Forum

Up to 62% of work time involves language-based tasks (and could be impacted by Large Language Models, such as ChatGPT)

Across Sectors, Industries, and Functions

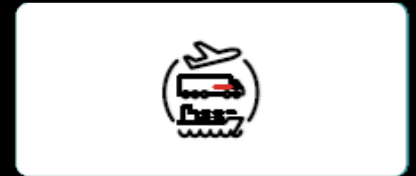
Product Design & Manufacturing



Sales & Customer Service



Supply Chain & Logistics



Human Resources



Marketing



Finance



LEARNING AND DEVELOPMENT



Global
Sentiment
Survey 2026

Donald H. Taylor
Chair of the Learning Technologies Conference

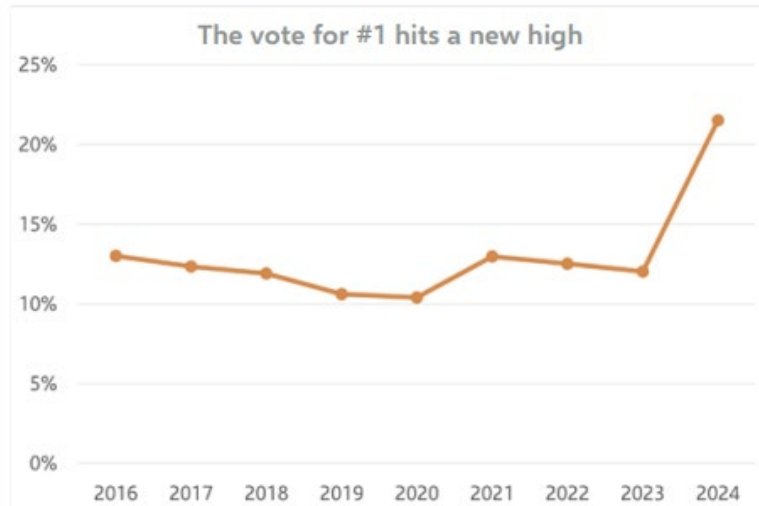
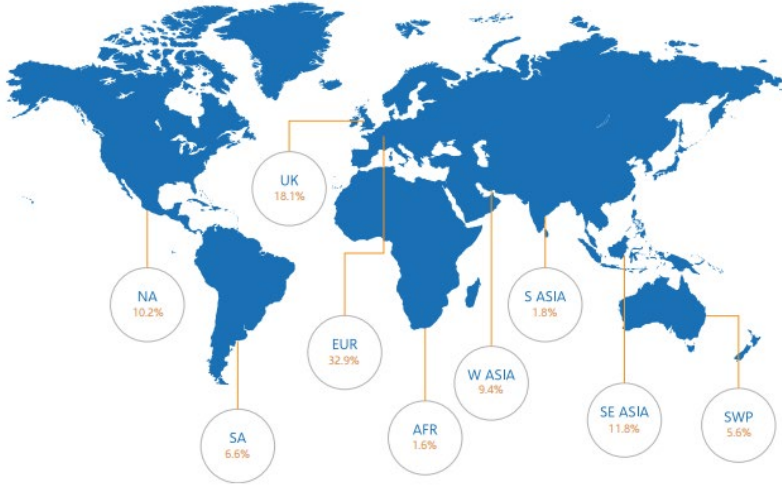


Who voted?

A worldwide view

Respondents are invited to vote via email, social media (largely LinkedIn), and direct messaging.

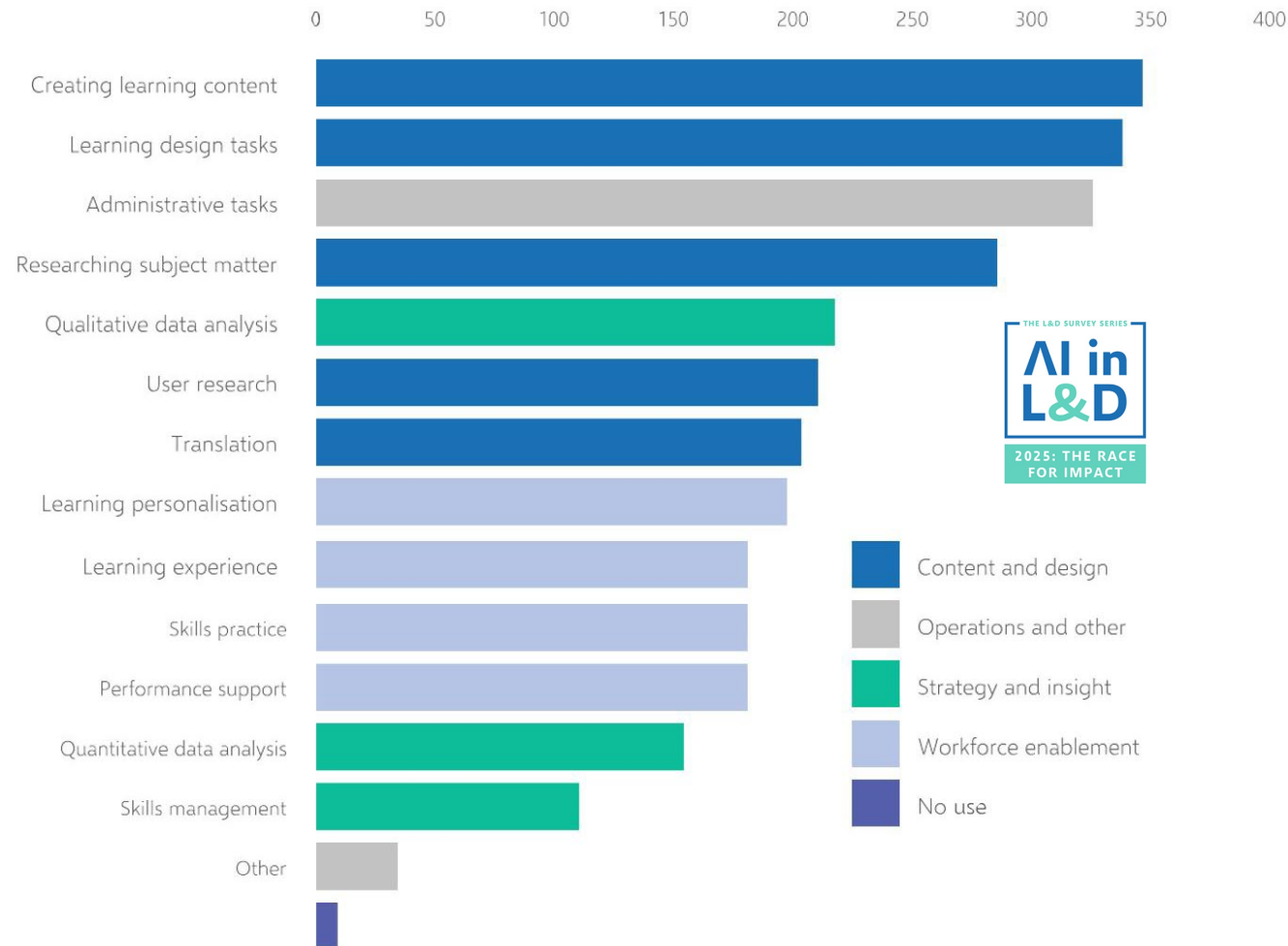
3,339 people from 93 countries voted in this year's survey, spread across the nine regions shown.



#	GSS 2026		Δ	Δ %
1	Artificial intelligence (1)	22.5%	↓	-0.1%
2	Reskilling/upskilling (2)	10.5%	↑	0.5%
3	Personalization/adaptive delivery (4)	8.7%	↑	0.5%
4	Skills-based talent management (3)	8.6%	↓	-0.3%
5	Showing value (7)	6.9%	↑	0.7%
6	Consulting more deeply with the business (6)	6.8%	↑	0.3%
7	Coaching/mentoring (8)	5.8%	↑	0.1%
8	Micro learning (9)	5.8%	↑	0.4%
9	Learning analytics (5)	5.7%	↓	-1.2%
10	Collaborative/social learning (10)	4.8%	↓	-0.5%
11	Performance support (11)	4.4%	↑	0.1%
12	Learning experience platforms (12)	3.4%	↓	-0.3%
13	Virtual and augmented reality (13)	2.2%	↓	-0.5%
14	Cohort-based learning (14)	1.8%	↑	0.3%
15	Other (16)	1.2%	↑	0.2%
16	The Metaverse (15)	0.8%	↓	-0.3%

n = 3,797 (Figures in brackets show position last year)

Use of AI in L&D 2025



Uses of AI in L&D	2025	2024	Δ
Creating learning content	1	2	↑
Learning design tasks	2	1	↓
Administrative tasks	3	4	↑
Researching subject matter	4	3	↓
Qualitative data analysis	5	8	⊕
User research	6	6	↔
Translation	7	7	↔
Learning personalisation	8	5	⊕
Learning experience	9	new	n/a
Skills practice	10	9	↓
Performance support	11	10	↓
Quantitative data analysis	12	11	↓
Skills management	13	12	↓
Other	14	13	↓
None of the above	15	14	↓
n=	606	420	

https://donaldhtaylor.co.uk/research_base/focus04-race-for-impact/

If your job functions are
robotic, you'll be replaced
by a robot.

■ Hey Chat GPT,
finish this building...

■ Hey Chat GPT,
finish this building...

Your skills are irreplaceable.

IMPACT

Satisfying jobs in construction and trade



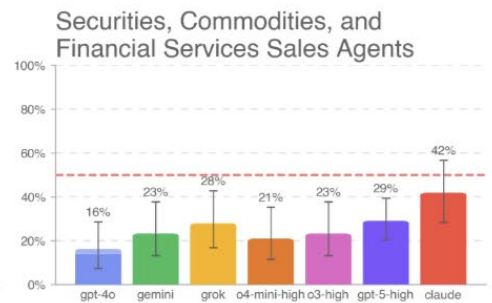
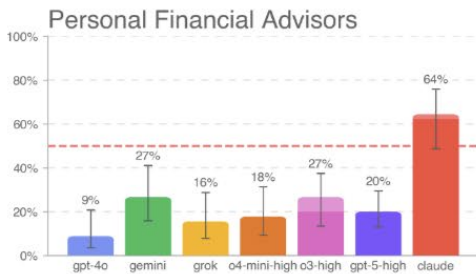
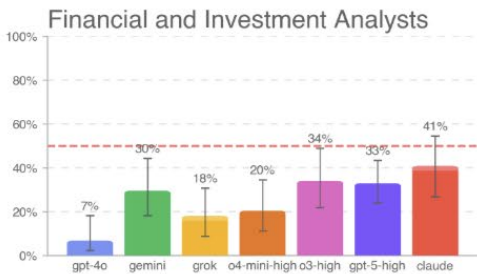
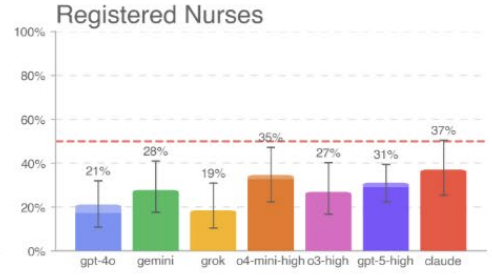
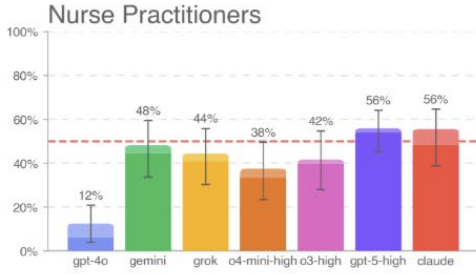
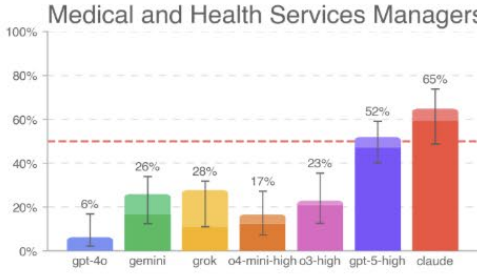
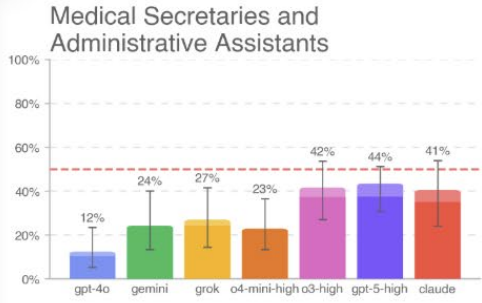
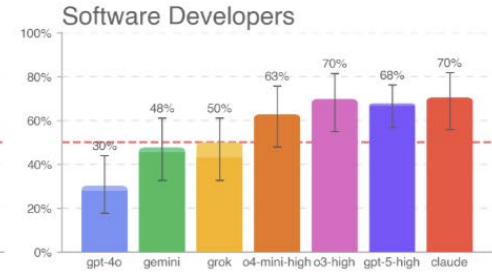
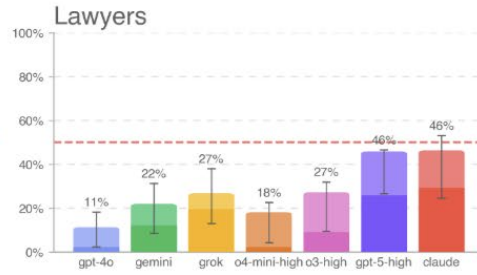
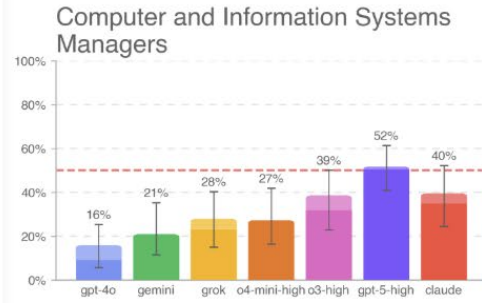
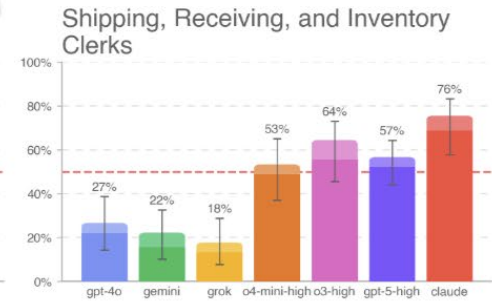
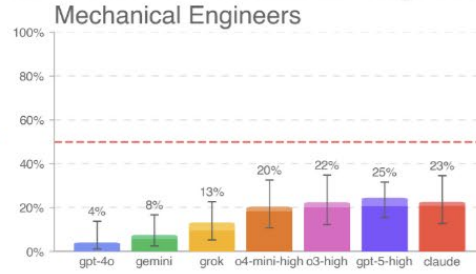
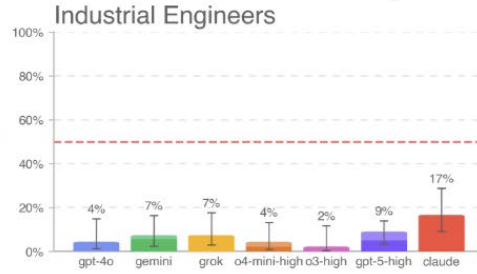
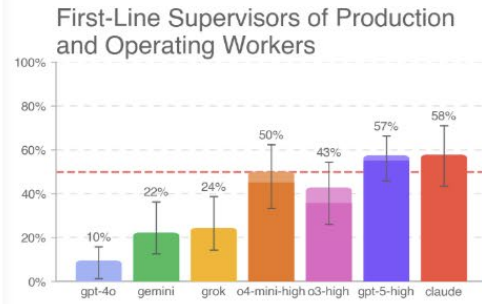
Große Veränderung. Kleine Sorgen.

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Bequemlichkeit führt zu Deskilling

- Bis zu 60 % der Jobs in fortgeschrittenen Volkswirtschaften sind von KI betroffen
- 27,1 % der Unternehmen in Deutschland erwarten laut ifo Institut Stellenabbau durch KI
- AI-Washing – erwartet auch das WEF
- Nur 9 % der Beschäftigten machen sich große Sorgen um ihren Arbeitsplatz
- 64 % halten ihr persönliches Risiko für sehr gering

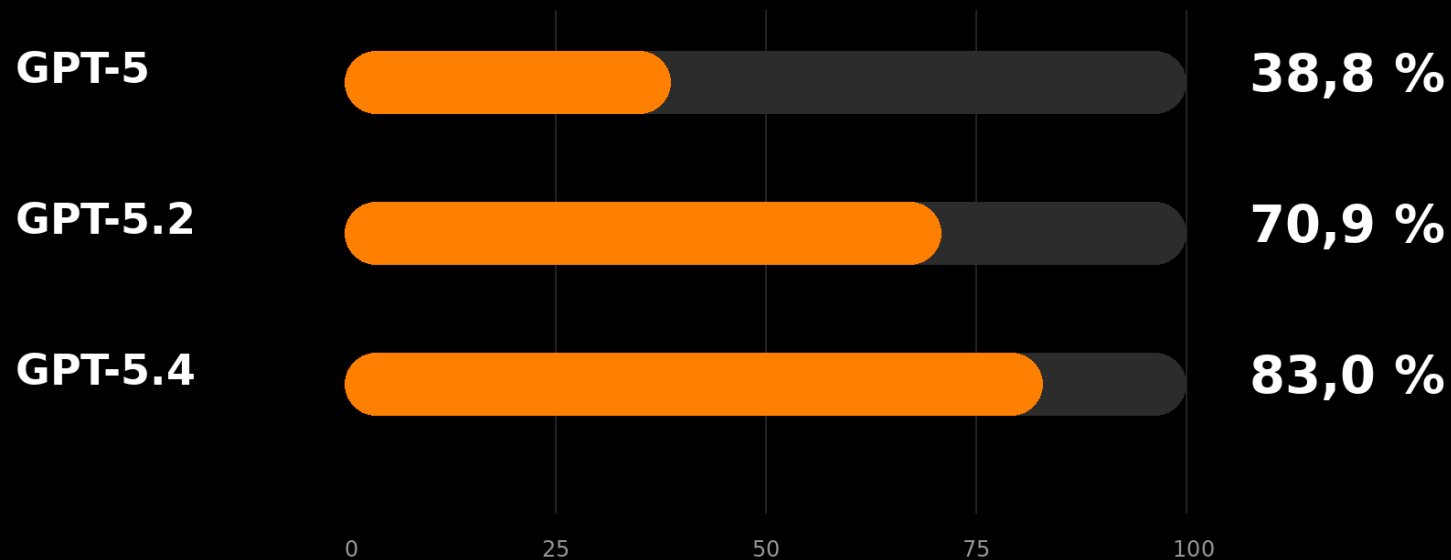
How often the AI answer is preferred by experienced judges in a head-to-head competition between AI and human experts



6 Monate später: KI gewinnt nicht den Job. Aber immer häufiger den klar beschriebenen Teil davon

speeXX

GDPval misst klar definierte Wissensarbeit in 44 Berufen



Blindvergleich von Arbeitsergebnissen durch menschliche Expertinnen

Die Verschiebung betrifft vor allem gut spezifizierte Deliverables, nicht den ganzen Job.

Verschiebung im deutschen Arbeitsmarkt durch KI?

Veränderung ausgewählter Jobkategorien in Stellenanzeigen, Q3 2024 bis Q3 2025

Rückgang bei Wissens- und Bürotätigkeiten

Projektmanagement -

-48 %

IT-Consulting -

-34 %

Call-Center-Jobs -

-67 %

Copywriting -

-53 %

Zuwachs bei operativen Tätigkeiten

Fahrdienste -

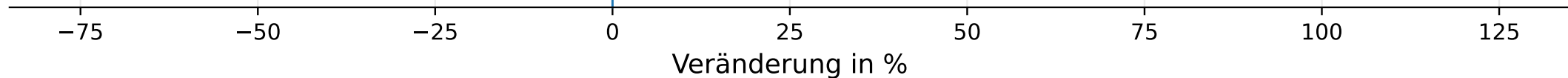
+107 %

Verpackung -

+119 %

Sales -

+87 %





**"Wenn alles unter
Kontrolle ist, fährst
du einfach nicht
schnell genug."**

Stirling Moss.

STIRLINGMOSS

Deskilling beginnt dort, wo wir **Komplexität auslagern**

A woman with her hair in a bun is seen in profile, looking through a sextant on a boat. The background is a calm sea under a clear sky. The image is dimly lit, with the text overlaid in white.

Wir lagern nicht nur Routine aus
Oft geben wir die anspruchsvolleren Denkschritte ab
Das führt zu Deskilling
Reserve Skills müssen im System erhalten bleiben

“ Die IT-Abteilung
jedes Unternehmens
wird in Zukunft zur
HR-Abteilung für
KI-Agenten.



THIS WEEK IN AI

**IT teams will become HR
departments of AI, says
CEO of NVIDIA**

Artificial intelligence

Business

– Jensen Huang, CEO von NVIDIA, CES 2025

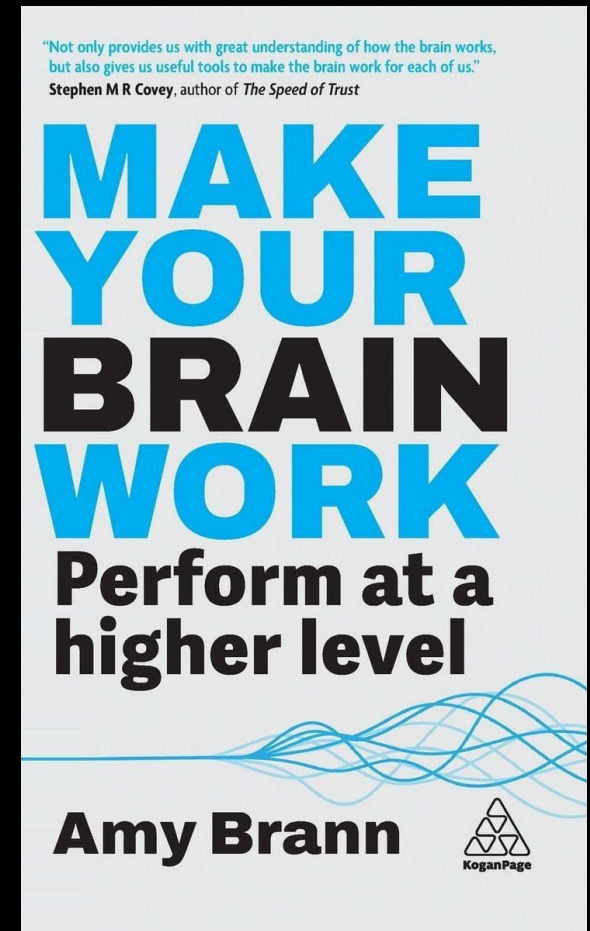
**A Fool
With a Tool
is Still a Fool**



Das Gehirn muss arbeiten, um mitzuhalten


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- Das Gehirn lernt durch Fokus, Anstrengung und Wiederholung
- Wer Denken dauerhaft auslagert, trainiert weniger
- Mehr Vertrauen in GenAI geht oft mit weniger kritischem Denken einher
- Gute KI-Nutzung unterstützt Denken, statt es zu ersetzen



Es geht also um mehr als Tools.
Wir prägen **Verhaltensweisen** .

**Wenn die Technologie für
alle gleich ist, machen
Menschen den Unterschied.**



“ KI wird Menschen
nicht ersetzen –
aber Menschen mit KI
werden Menschen
ohne KI ersetzen.

- Karim Lakhani

Humanisierung vs. Automatisierung

20 Software-Entwickler
sind nicht doppelt
so schnell wie 10

The hottest new
programming language
is English



Oracle Links AI Productivity to Headcount

The Credential Weekly: Tech layoffs tied to AI output, new apprenticeship rules, early limits to AI tool productivity, and expanding employer networks in clinical training



THE INTELLIGENCE COUNCIL

MAR 16, 2026



Share



AI Productivity Becomes a Workforce Cost Strategy

What Happened

On March 10, Oracle Corporation reported Q3 FY2026 revenue of \$17.2 billion, up 22 percent year over year, and raised its FY2027 revenue outlook to \$90 billion. The company stated that internal AI code generation tools are allowing teams to produce more software with fewer engineers. Oracle also increased its restructuring provision to \$2.1 billion from \$1.6 billion, largely allocated to employee severance, with reports suggesting layoffs affecting tens of thousands of roles across impacted job categories.

Why It Matters

Large enterprises are beginning to explicitly link AI productivity gains to workforce size. When companies frame AI investment as enabling the same output with fewer employees, workforce capability spending becomes part of cost structure discussions rather than purely talent development. For workforce training providers, this means buyers may increasingly fund capability programs that directly increase operational productivity rather than broad reskilling initiatives.

Implications for You

- Enterprise buyers will increasingly expect capability programs to demonstrate measurable operational outcomes such as revenue per employee, throughput improvements, or cost reduction.
- Training demand may concentrate on a narrower set of operational roles that

Warum also Training, wenn KI eh alles weiß?

- KI liefert Antworten
- Training schafft Handlungsfähigkeit
- Entscheidend sind Prüfen, Einordnen, Integrieren, Verantworten
- L&D wird vom Content-Anbieter zum Kompetenzarchitekten

Organizations do not innovate,
people do.

Nicht nur effizienter werden. Wertvoller werden.

speeex

- Nicht nur fragen: Was nimmt KI mir ab?
- Sondern: Was wird mit KI jetzt möglich?
- Von Effizienz zu Erweiterung
- Von Output zu Wirkung

AI LEARNING EXCHANGE

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#1 Continuous Knowledge Exchange

An **ongoing, informal space** where employees can share AI-related hacks, insights, practical applications, and useful prompts. This is meant for **continuous knowledge exchange**.

Designed for **EVERYBODY**
Powered by **EVERYBODY**

Get started [here!](#)

#AIEveryDay
#Intrapreneur
#InnovationLeader
#Efficiency

#2 Monthly AI Meetings

A **more structured** learning opportunity focusing on a **specific AI tool or concept each month**. These live insights sessions provide demonstrations, best practices, and Q&A.

Designed for **EVERYBODY**
Powered by **our AI crew**

#3 Lab for AI Champions

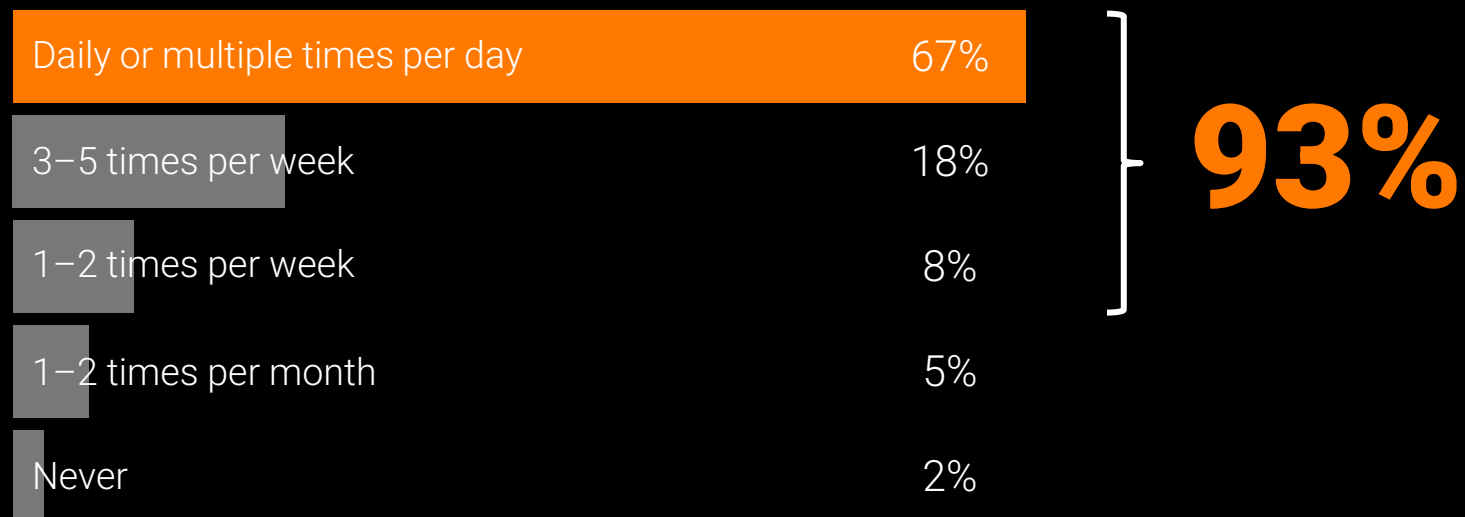
A dedicated group for **in-depth exploration of AI's strategic impact**. This is for employees who are **actively experimenting** with AI and want to engage in higher-level discussions and innovation. It's about developing stuff towards a defined goal.

Designed for **AI CHAMPIONS**
Powered by **our AI crew**



AI ADOPTION

In the past month, how often have you used AI tools (e.g., ChatGPT, Copilot, AI analytics tools) to assist with your work?



317 responses

Schlechte Nutzung simuliert Kompetenz. Gute Nutzung erweitert Kompetenz.

speexX

- Schlechte Nutzung imitiert Können
- Gute Nutzung baut Können auf
- Nicht E-Mails verstecken lassen
- Sondern Gespräche, Klarheit und Wirkung trainieren
- Realistische Übung plus direktes Feedback

**A Fool
With a Tool
is Still a Fool**



#1 AI Rule Garbage in Garbage out



Use AI to **Augment** Yourself

Not Replace Yourself

2026
SPEEXX AI
LEARNING
EXCHANGE

Most of us* **already** use AI to speed up or automate work we already know how to do.
The 2026 AI Exchange will look at a different perspective:
Using AI to support work that would **otherwise not be possible**.

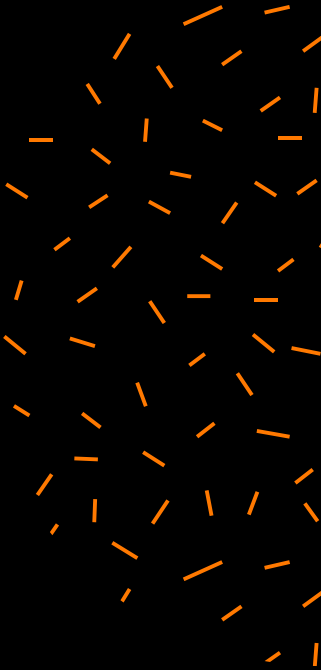
Use AI to do things you *can't* do, not things you *can* do!

* 93% AI Adoption rate at Speexx, 2025



Use AI to Do What We Couldn't Do Before

2026
speexx
SPEEXX AI
LEARNING
EXCHANGE



HOW THE PROJECTS ARE RUN **speexx**

Speexx **AI Exchange** for 2026

#1

AI Exchange

AI 101 and best practice sharing

Company-wide forum to drive MS Copilot adoption and usage propose use cases, recruit contributors, and share progress and learnings

#2

AI Crew

Data, Insights, and AI

Growing group that owns standards, tooling, prioritization, and delivery support across initiatives. Tell Tim if you want to join

#3

Captain

Accountability and ownership

AI Crew member accountable for scope, cadence, and decisions; removes blockers and keeps delivery moving

#4

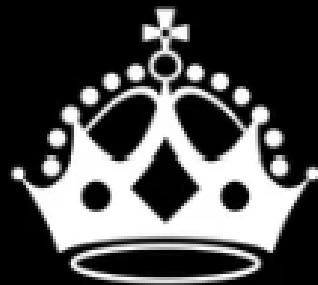
Working model

Be agile


Each initiative runs with a simple plan (MVP goal, 2-4 week sprints, demo updates at AI Exchange)

#5 Curiosity

Seek, Engage, Execute With **Curiosity**



**KEEP IT
SIMPLE**



"If everything is under control you are just not driving fast enough."

Stirling Moss.

STIRLINGMOSS

Stirling Moss

STRATEGIE



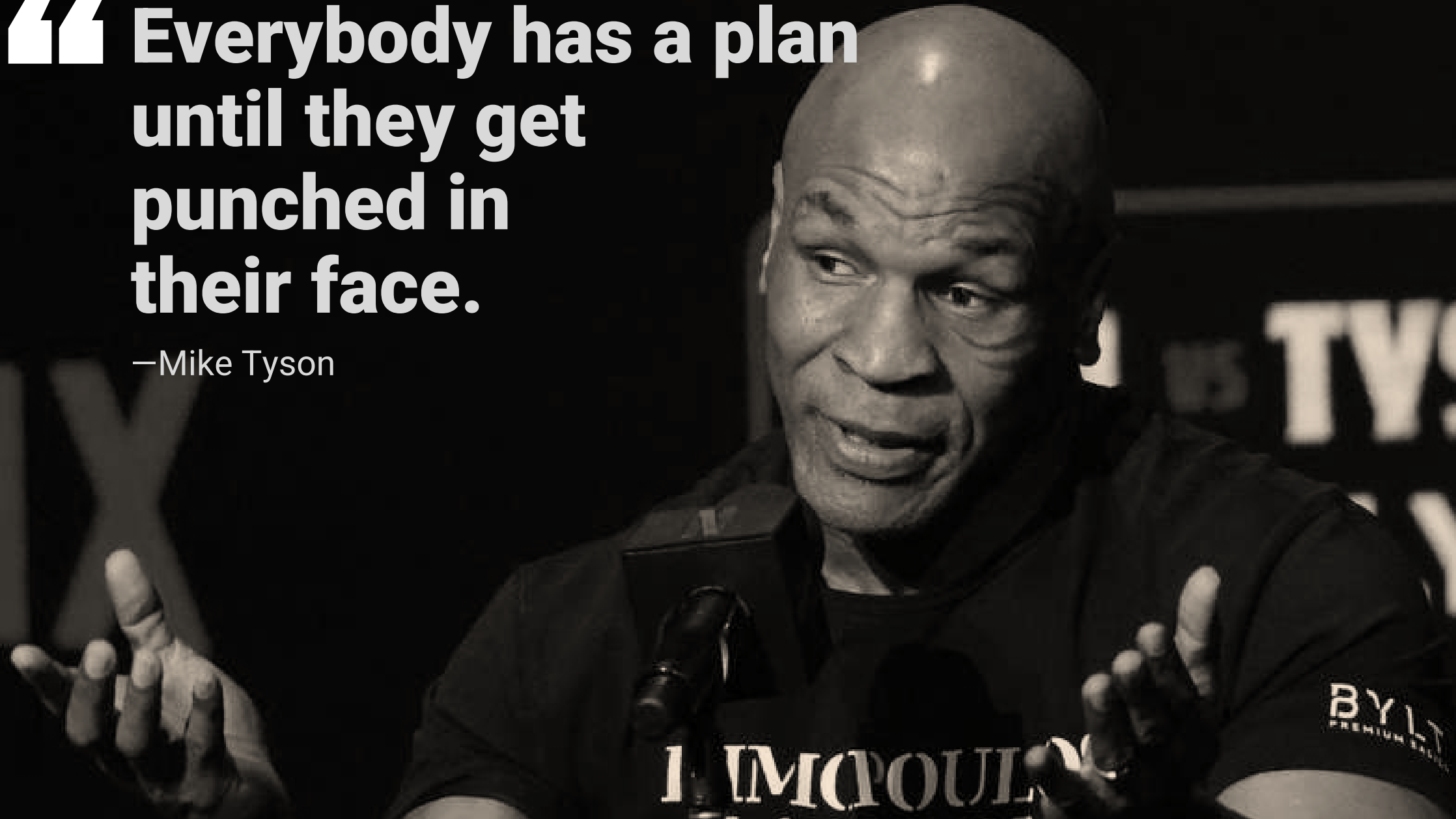
Was Personalentwicklung jetzt tun kann

speexX

- Denken auslösen statt nur Inhalte liefern
- Reserve Skills erhalten
- Mehr Übung, Feedback und Anwendung
- Wirkung im Business sichtbar machen

**“Everybody has a plan
until they get
punched in
their face.”**

—Mike Tyson



KI wird nur dort zum Trojanischen Pferd, wo Menschen das Denken abgeben!

speeex

- **Humanisierung** statt Automatisierung
- Menschen bleiben Frontend
- KI wird Backend und Partner
- Nicht sich ersetzen – erweitern!

Ein goldenes Zeitalter
für HR und
Personalentwicklung



Q&A

speeX

empowering people

