



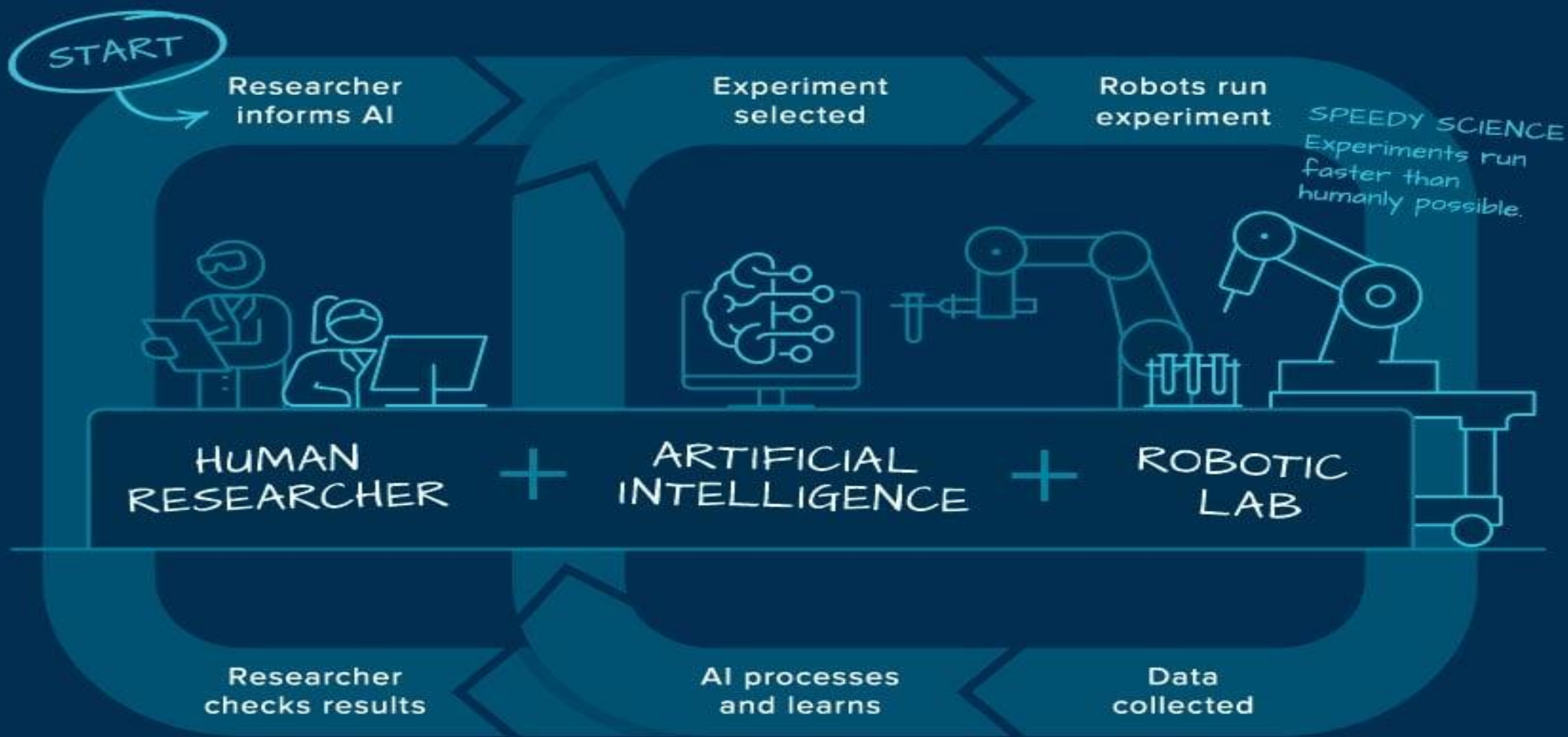
AI Won't Replace Leaders— But It Will Redefine Them

Chris Decker, CDISC
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Partnership...not conflict





DISCOVERY!

Successful experiments can result in breakthroughs in areas like:



Drug design



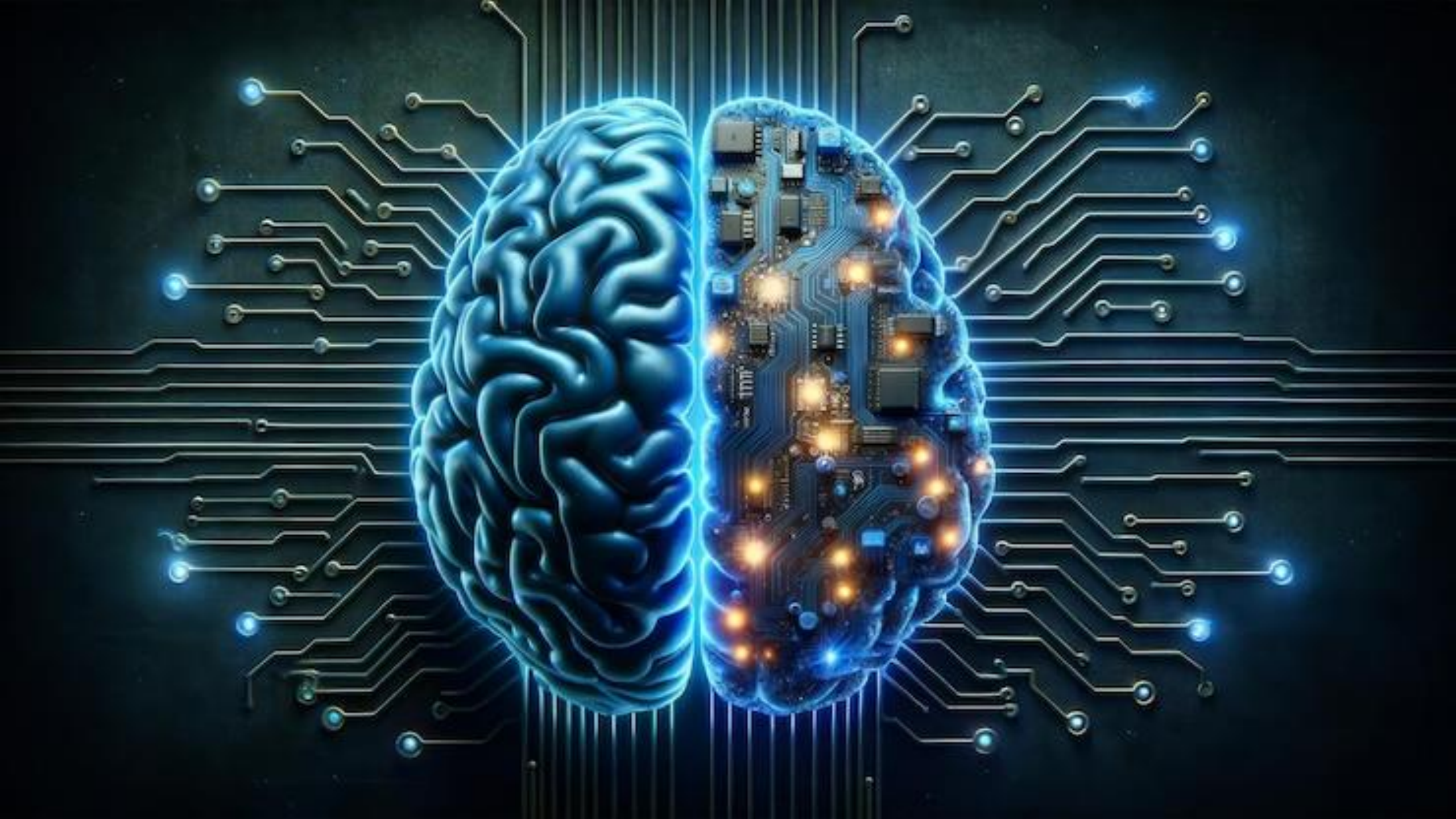
Materials science



Genetic engineering

10¹⁰⁰
A GOOGOL!

Estimated number of new materials that could be made.



AI-Era Leadership Mindset



Curiosity – Ask “What can AI help us see that we’re missing?”



Courage – Run small, safe experiments instead of waiting for perfection.



Data – Insist on clean, standardized data before you trust any AI output.



Empathy – Acknowledge fear, include every voice, and explain the “why.”



Integrity – Draw clear lines: what we will and will not let AI decide

Standards: The Foundation of Trustworthy AI

If we have AI we don't need standards, right?

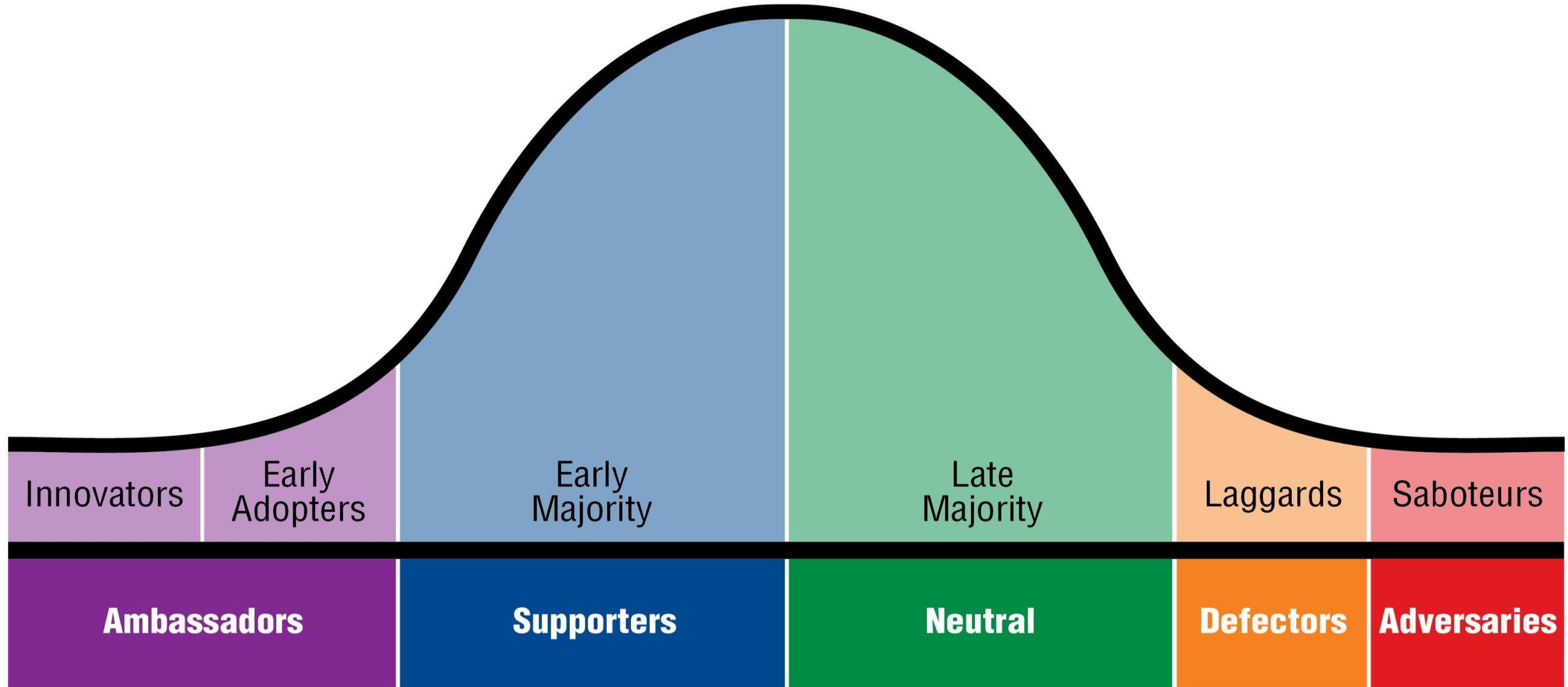
Yes, you absolutely need data standards—even (or especially) when using AI. AI **does not replace** the need for data standards—it **relies** on them. Think of AI as the engine, and data standards as the quality fuel it needs to run safely, smoothly, and at scale.

What type of data standards do we need to support AI?

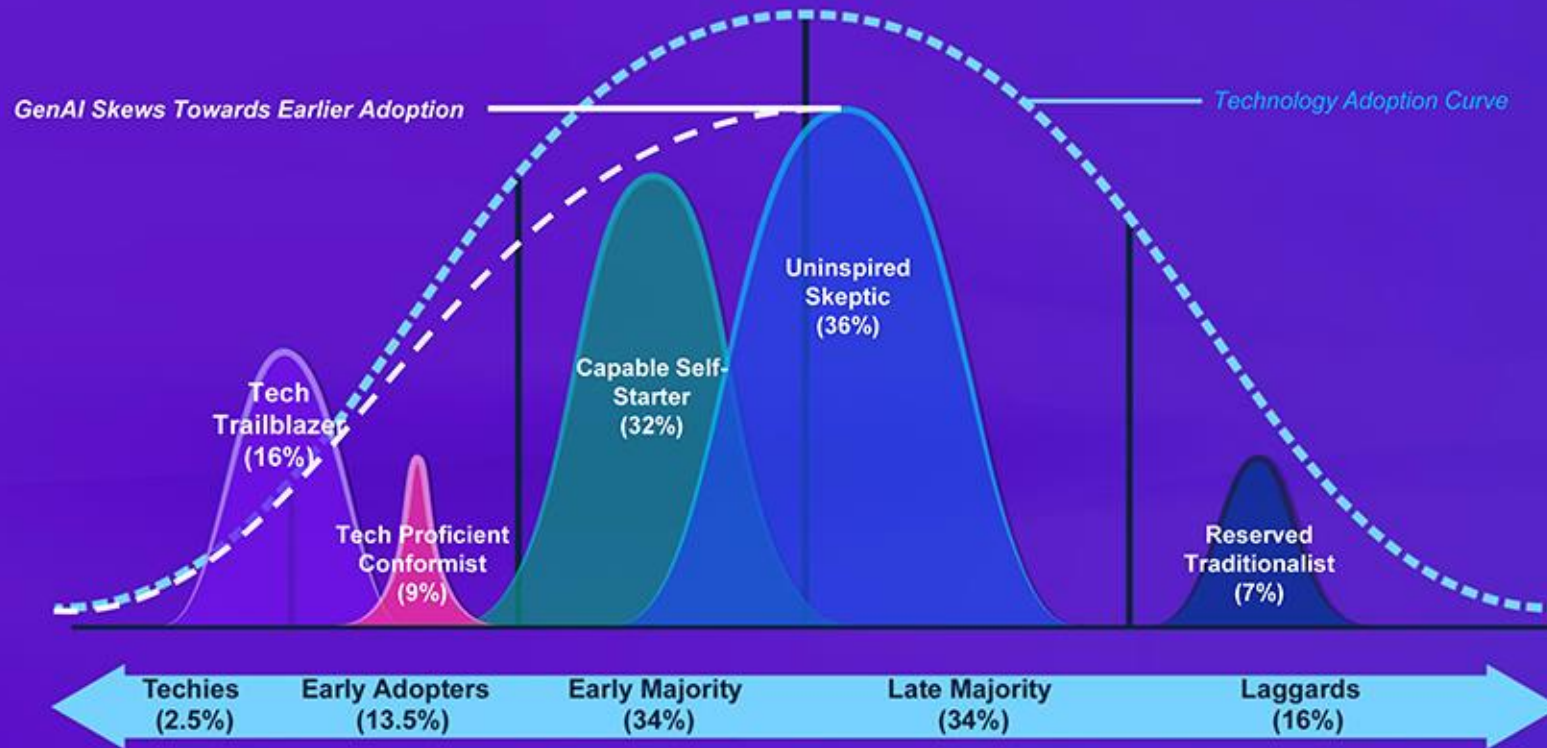
In short, enabling AI **requires a layered and evolving set of data standards** ranging from general frameworks to technical, **semantic**, ethical, and domain-specific norms, all ensuring AI's data is high-quality, trustworthy, interoperable, and aligned with regulations.

***Good data leads to good AI, while
bad data leads to bad AI***

Traditional Change Management Adoption Persona



Adoption of AI may skew earlier than previous technologies, increasing urgency and opportunity of AI on the leadership agenda



Understanding where personas are positioned along the adoption curve can inform organizational transformation strategy and change management milestones

