



## Episode 258: HR News: The Great Flattening and the AI Future of Middle Management with Blair Doran Discussion Starter

Use this guide to spark conversations  
with your HR team

1. Many organizations are cutting middle management layers in response to AI adoption and cost pressures, but middle managers often play a critical role in culture and engagement. How confident are we that we've thought through the cultural impact of any leadership layers we've reduced or might reduce?

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2. AI is increasingly handling routine employee questions, which can free up managers for more strategic, relationship-focused work. How are we using AI to create space for better coaching and team building by our leaders?

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3. AI is likely being adopted officially or unofficially across our organization. What guardrails do we have in place to ensure legal and contractual compliance and protecting company and personal information?

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4. Low turnover can mask disengagement, especially among long-tenured employees who may be staying out of uncertainty rather than enthusiasm. How often do we look beyond turnover numbers to assess whether our retained employees are actually engaged?

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