

Your people, your business, your vintage

Practical questions for careers and workplaces built to last

People and capability are at the centre of how work improves and adapts. Businesses need leaders who create clarity, teams with opportunities to build and apply their skills, and work designed to be sustainable.

AI or another technology may help by reducing friction, making knowledge easier to access or supporting better decisions. But technology is one possible tool, not the starting point. The starting point is the business need and the people doing the work.

Adaptability works both ways. People need curiosity and a willingness to learn, but companies must also adapt how work, leadership and development are designed.

Three areas to consider

Sustainable work	Capable leadership	Adaptable careers
How do we improve work without simply increasing its intensity? • simplify workflows and clarify responsibilities • design workable roles, rosters and flexible arrangements • share knowledge and decision-making • protect quality, wellbeing and human judgement	How do leaders create clarity and develop people through change? • create clarity and model new ways of working • build psychological safety so people can ask, challenge and learn • coach people through uncertainty • create opportunities to practise and grow	How do people build and carry capability as roles change? • recognise transferable skills and experience • support different entry points, career stages, pathways and returns to work • value learning gained through real work • make progression possible across different working patterns

Research snapshot. In a July 2026 Women Rising roundtable with approximately 100 leaders, **37%** identified adaptability and resilience as the capability most likely to create future competitive advantage. Yet only **3%** said women's leadership was a current organisational priority. The report is not formal research, but it asks a timely question: As organisational priorities shift towards technology, productivity and transformation, are women's leadership pathways receiving equal attention?

Where AI can help and human capability remains essential

When AI is part of the solution, the aim should be to use it to support people and improve work, while keeping human judgement and accountability clear.

AI can support	People remain responsible for
Analyse information and identify patterns	Interpret information in context
Draft, summarise and organise content	Decide what is accurate, appropriate and useful
Automate routine administrative tasks	Determine what should be automated
Generate options and recommendations	Exercise judgement and make accountable decisions
Make knowledge easier to find	Build trust, relationships and shared understanding

Five questions for your workplace

1. What problem or opportunity are we trying to address?
2. Which tasks could AI or another technology support, and which require human judgement?
3. How could roles, workflows, rosters or responsibilities be redesigned to support flexibility while meeting operational needs?
4. What do people and leaders need to understand, learn and practise?
5. Will the change create more sustainable work, or simply greater expectations?

If AI or other technology is part of your journey

These resources offer useful starting points for building confidence, using AI responsibly and exploring technology in the wine industry.

She Leads AI	A community and learning platform for women exploring and applying human-centred AI.
National AI Centre	Trusted Australian Government information about AI, including its benefits, risks and responsible use.
ChatGPT 101 and Claude Academy	Introductory learning for using generative AI tools with greater confidence.
Wine Australia Agtech Hub	Independent information and examples of grape and wine technology in action.

How GainScope can help

GainScope helps businesses translate opportunities and broader workplace challenges into practical improvements for their people and operations.

We begin with the business need and the people doing the work. That may involve AI or another technology, but it may focus on a workflow, role, process, communication or capability issue.

GainScope can help you:

- identify bottlenecks and practical improvement opportunities
- clarify workflows, roles and decision responsibilities
- understand the people and work impacts of change
- build leader and team capability through practical tools and support
- introduce AI or other technology where it adds genuine value
- embed new ways of working so improvements last

Let's Talk

Bring us the one thing in your business that keeps breaking.
Twenty minutes, no charge, no pitch.

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