HEALTHCARE & LIFE SCIENCES

5.3 hours back, on every task.

Using the Reejig Work Ontology® to reinvent how HR work gets done — mapped to the task, across seven functions.

THE RESULTS

~98%	30×	5.3 hrs	78%	7
Reduction in task completion time	Faster on high-volume data & skills work	Saved on average per task	Of AI outputs met or exceeded expectations	HR functions reinvented

01 THE CUSTOMER

A global **Fortune 50 healthcare and life sciences enterprise**, operating across highly regulated, high-complexity markets. Its HR organization supports tens of thousands of employees and processes enormous volumes of work every month — from talent acquisition and analytics to employee experience and HR systems.

02 THE CHALLENGE

AI potential, but no map

The HR team knew AI could transform how they work — but had no reliable way to answer the harder question: **where, exactly, to apply it, and how to prove the value**. Reporting, data cleaning, and reading open-text feedback were absorbing hours of manual effort every week.

03 THE APPROACH

A GPS for AI

Reejig translated the organization's job data into its **Work Ontology®** — breaking every role into tasks, mapping required skills, and scoring AI potential. Instead of guessing, teams got a precise map of where to apply automation, paired with purpose-built prompts in Copilot.

PROOF, BY WORKSTREAM

From hours to minutes.

WORKSTREAM	OUTPUT	MANUAL	WITH REEJIG	TIME SAVED
Analytics & Reporting	Interactive performance dashboard	8 hrs	**10 min**	**7 hrs 50 min**
Workforce Data & Skills	Skills mapped & ranked across a large dataset **(30× faster)**	7 hrs 48 min	**13 min**	**7 hrs 35 min**
Employee Experience	Leadership-ready sentiment themes	12 hrs	**9 min**	**11 hrs 51 min**
Talent Acquisition	Market trend insights & sourcing guidance	2 hrs	**10 min**	**1 hr 50 min**

FUNCTIONS IN SCOPE

Talent Acquisition | Employee Experience | HR Analytics | HR Systems | Product & Technical PM | Data Product Management

THE BIGGER PICTURE

Elevating people

Reejig's core belief: AI automates tasks, not people. With the repetitive work cleared, people spent their time on judgment, context and creativity — the things only humans bring. Automation delivered the speed; people delivered the meaning.

WHAT'S NEXT

End-to-end reinvention

Building on this foundation, the organization is redesigning high-impact HR workflows into a frictionless, agentic experience with seamless data flow and automation built in — turning the work map into the foundation for reinventing how work gets done across the enterprise.

"There is significant improvement to the efficiency and quality compared to the manual process."

— Technical Product Manager, Fortune 50 Healthcare

Reejig

THE METHOD

The seven-stage loop behind every number.

The same continuous loop runs behind every result in this story — our customers **lead it**. Reejig is the operating system, and the partner, that makes each stage real, then hands the capability to your team. A loop, not a one-off project: work keeps changing, so the process keeps running.

Map › Analyze › Build › Run › Measure › Update ↻

01	**Map**	**Build the Work Architecture and Work Context for every job, task, sub-task and workflow.** Reejig's **Task Intelligence** breaks workflows into their tasks and sub-tasks — surfacing the real work behind the job titles.	PRODUCES A living map of every role, workflow and task.
02	**Analyze**	**Find where AI creates value and how it impacts jobs.** **Work Intelligence** shows where the time goes — the repetitive, do-it-twice work — and exactly where an agent gives the most back.	PRODUCES An AI impact analysis — automate, augment or keep human.
03	**Build**	**Orchestrate agents into workflows with builder toolkits.** In **Builder Studio** you rebuild each workflow with AI in it — deciding what the agent handles and what the team keeps.	PRODUCES Production-ready AI workflows and agents.
04	**Run**	**Deliver every employee their upgraded workflow so they adopt the new way of working.** Teams are trained as you build, with clear **SOPs** for every new AI workflow — so no one gets left behind.	PRODUCES Work running in its new shape, adopted by teams.
05	**Measure**	**Track hours unlocked, value created and velocity gained.** ROI proven by **actual changes to work** — not licences activated or prompts sent.	PRODUCES Board-ready ROI evidence, in hours and value.
06	**Log**	**Capture what worked, what didn't, and where a person stepped in.** A living record of how work runs — so every cycle gets sharper than the last.	PRODUCES A living record of how work actually runs.
07	**Update**	**Keep the architecture current as work evolves — and your team drives it across the business.** The capability moves in-house: your people trained, the operating model handed over — so Reejig doesn't stay in the middle.	PRODUCES A system that stays current — and a team that owns it.

BUILT TO LAST · CAPABILITY

The enterprise isn't outsourcing this work — it's building the muscle in-house, and Reejig helps build it. A dedicated **AI Work Design Team** owns it as an ongoing evolution, not a one-off engagement.

THE AI WORK DESIGN TEAM



AI Work Design Lead
Owns the transformation · reports into HR

Work Architect
Owns how work gets done — the source of truth AI runs on.

Work Designers
The builders. Redesign the workflows and ship the agents.

Skills Strategy
Moves people into the redesigned work — no one left behind.

THE FOUNDATION

One Work Context Graph. One operating system.

The Work Context Graph unifies your company's architecture, live work context, and enterprise-grade audit trail — **one structured record of how your company runs**. The foundation every AI deployment anchors to.

AGENT & HUMAN ORCHESTRATION

Employees · Copilot · Claude · OpenAI · Gemini · more

↓

Work Record

Enterprise-grade audit trail of every change to work.

Live workflow log · Change history · Audit trail · SME validation

Work Context

Handoffs, dependencies, sequences, policies. Captured live.

Systems of work · Processes and SOPs · SME edits and updates

Work Architecture

The entity model. The foundation everything anchors to.

Departments · Jobs · Levels · Roles · Workflows · Tasks · Subtasks

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CORE ENTERPRISE SYSTEMS

Workday · SuccessFactors · Oracle HCM · SAP · Databricks · Snowflake

WHY THIS MATTERS · NOTE FROM OUR CEO

AI is permanently changing how work is designed.

A story like this is coming for every enterprise. Work has changed forever — not a project, not a transformation. An evolution that never ends.

Most companies rent this capability from consultants who reshape the work and walk out with it. Work gets reinvented in silos, agents built twice, spend runs away, and no one tracks how jobs change.

Here's what I believe. Every company n**eeds an AI Work Design Team**, led by the CHRO, designing work across people and agents. Own it, and the CHRO becomes the Chief Workforce Officer — leader of the whole workforce, human and agent.

Results like these aren't the finish line. Build it. Keep it. And lead.



Siobhan Savage