MANUFACTURING

# 92% of work data, validated. Millions in consulting, saved.

How HR at a global semiconductor leader mapped and confirmed 53,000 people's real work in-house — no consultants — and built an AI investment plan the CEO could stand behind.

## 01 THE CUSTOMER

**Sub-industry**
Global semiconductor

**Workforce**
~53,000 employees

**Footprint**
Asia · North America · Europe

## 02 THE CHALLENGE

Plenty of workforce data, but little workforce **truth**. Roles, skills, and responsibilities were fragmented and out of date — not clean enough to trust. You can't build an AI strategy on data you don't believe.

## 03 THE APPROACH

Using Reejig's Work Operating System and proprietary Work Ontology®, work, people, and AI agents were mapped as one connected **Work Context Graph** — then validated with leaders and SMEs against how work actually happened.




## Validation of work data

Gold-standard quality — clean enough to base AI investment decisions on, and stand behind at CEO level.

WHAT THE DATA UNLOCKED

# Trusted work data, put to work.

01

## Data quality

A clean, validated, task-level source of truth that stays current — replacing thousands of manual hours and millions in consulting fees, without going stale.

02

## AI reinvention & where to invest

Leaders could see the business through an AI lens: where to reinvent, where AI returns most, and where to hold — directing spend, at CEO level, to the highest-value opportunities.

03

## Matching work to AI agents

Validated work was matched to the agent layer — pinpointing which tasks were sound to hand to approved AI agents, and which stay with people, with humans verifying outcomes.

04

## Workforce impact

At the task level, leaders could see how AI would reshape work — what's augmented, what shifts, what new capabilities people grow into — enabling a deliberate, people-first transition.

THE RESULTS

- **92% validation** — gold-standard data quality for AI investment decisions.
- A targeted **AI investment plan**, owned at CEO level.
- **Millions saved** in consulting, with thousands of manual hours eliminated.
- Work matched to **approved AI agents**, plus a clear view of workforce impact.



**Great AI reinvention starts with great data. Theirs started at 92%.**

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 ↻

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|---|---|---|---|
| 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

↓

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