# AI coaching bots reshape management by filling training gaps and evolving workplace roles



The landscape of workplace management is seeing a notable shift with the advent of artificial intelligence, particularly through the rise of AI coaching bots designed to support managers. According to a recent Financial Times report, there is a growing trend towards using generative AI as a frontline solution to help managers develop and maintain people skills, addressing the widespread issue of managerial unpreparedness—44 percent of managers reportedly have had no formal training, based on Gallup research.

Valence, a company founded in 2018 by Parker Mitchell, has been at the forefront of this movement. Initially focused on tools to enhance teamwork, the company pivoted with the emergence of large language models, creating AI coaches such as Nadia. Unlike traditional coaching, these AI assistants engage users by asking questions and offering tailored guidance. Valence's AI coaching service is notable for its accessibility, being available in approximately 70 languages and used by several thousand employees within WPP, a global advertising group. Lindsay Pattison, WPP's chief people officer, stated that Nadia is utilised for a range of needs including career planning, role-playing challenging conversations, team management, and handling interpersonal relationships. She described the AI as "very personal, a safe space to ask questions," valued especially for its confidentiality and personalised, always-available support.

This trend indicates a shift in how coaching and management support are delivered, with AI coaches filling a niche for on-demand, in-the-moment assistance, such as pre-meeting preparation. However, there are ongoing debates about the balance between virtual and human coaching, with academics and practitioners expressing concerns about over-reliance on AI.

Beyond coaching, AI’s integration into workplaces may challenge traditional organisational structures. Experts like Kevin Delaney, editor-in-chief of Charter, and Microsoft senior research director Alexia Cambon, suggest that as AI agents increasingly fulfil roles, the conventional organisational chart or "org chart" could evolve into a more dynamic "work chart." This new model would allocate tasks and roles flexibly among humans and AI agents, similar to how teams in Hollywood productions assemble for specific projects and disband thereafter.

In separate workplace culture news, the Financial Times also covered practical advice on professional appearance for those aiming for leadership roles. Carola Long, FT deputy fashion editor, offered style tips for a manager aspiring to a CEO position in a non-profit organisation, emphasizing the importance of dressing suitably for the role and recommending accessories like better glasses, smart shoes, and a quality bag to modernise one's look. She advises choosing a blue suit over grey or black for interviews, highlighting how personal presentation can impact professional advancement.

Additionally, the workplace environment continues to be shaped by digital communication tools. The significance of group chats and messaging platforms is highlighted in the context of political realignments in the United States, with some groups playing pivotal roles in shaping alliances and influencing developments.

Finally, social enterprises like Fair Shot, based in Covent Garden, London, have been spotlighted for their work in supporting young adults with autism and learning disabilities through training and employment opportunities in hospitality. The initiative exemplifies efforts to create inclusive workplaces with sustainable career paths for marginalised groups.

These developments collectively illustrate how technology, communication, and workplace culture practices are evolving to meet contemporary organisational challenges and opportunities.

Source: [Noah Wire Services](https://www.noahwire.com)

## Bibliography

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7. <https://www.ft.com/content/1c4edde0-4681-45f8-845c-571cd233bd9b> - Please view link - unable to able to access data