

PMI ANNUAL SUMMIT – PMI SW & DAYTON OHIO 2025



ARTIFICIAL INTELLIGENCE: THRIVING IN AN AI AUGMENTED PROJECT WORLD

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**KEYNOTE SPOTLIGHT ON
ASHIMA SHARMA, PMP**

**THRIVING IN AN AI-
AUGMENTED
PROJECT WORLD**

**SUMMIT 2025
NOVEMBER 8**

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SCAN ME

ASHIMA SHARMA

- Technology and Data Leader in Banking and Healthcare
- 20 years of Technical Delivery, Data, App Dev experience
- VP and Senior Director Roles for Fortune 500 companies
- Artificial Intelligence and Data Readiness Consulting
- Automation And Agile Delivery Expert
- AI in Business Certified from Cornell University
- Prosci Certified Change Practitioner
- People Focused Technologist
- Experienced in Cloud, Digital, AI / ML, Data
- Tech Stack: Python, Azure AI, Power BI, Tableau, Informatica
- PMP, Microsoft AZ-900, PMI-ACP, Scrum Certified
- Mom of Two; servant leader!
- Loves to travel and cook new cuisines!



Founding Partner, Ayuka Consulting
ayukaconsulting.com

AYUKA — AI & DATA

Ayuka is a Data and AI Consulting Company with a focus on Tech Adoption. Ayuka's Vision is to Unite Technology with Humanity. We serve clients with Digital, AI, Data Management and Software Implementation needs. Our three pillars are AI Strategy and Implementation; Data Readiness and Program Delivery. Our underlying secret to successful implementation is our Change Management best practice and bringing people along!

At Ayuka we firmly believe when people succeed, organizations thrive. Ayuka's People First Strategy brings success to complex, multi-layered Change Initiatives.



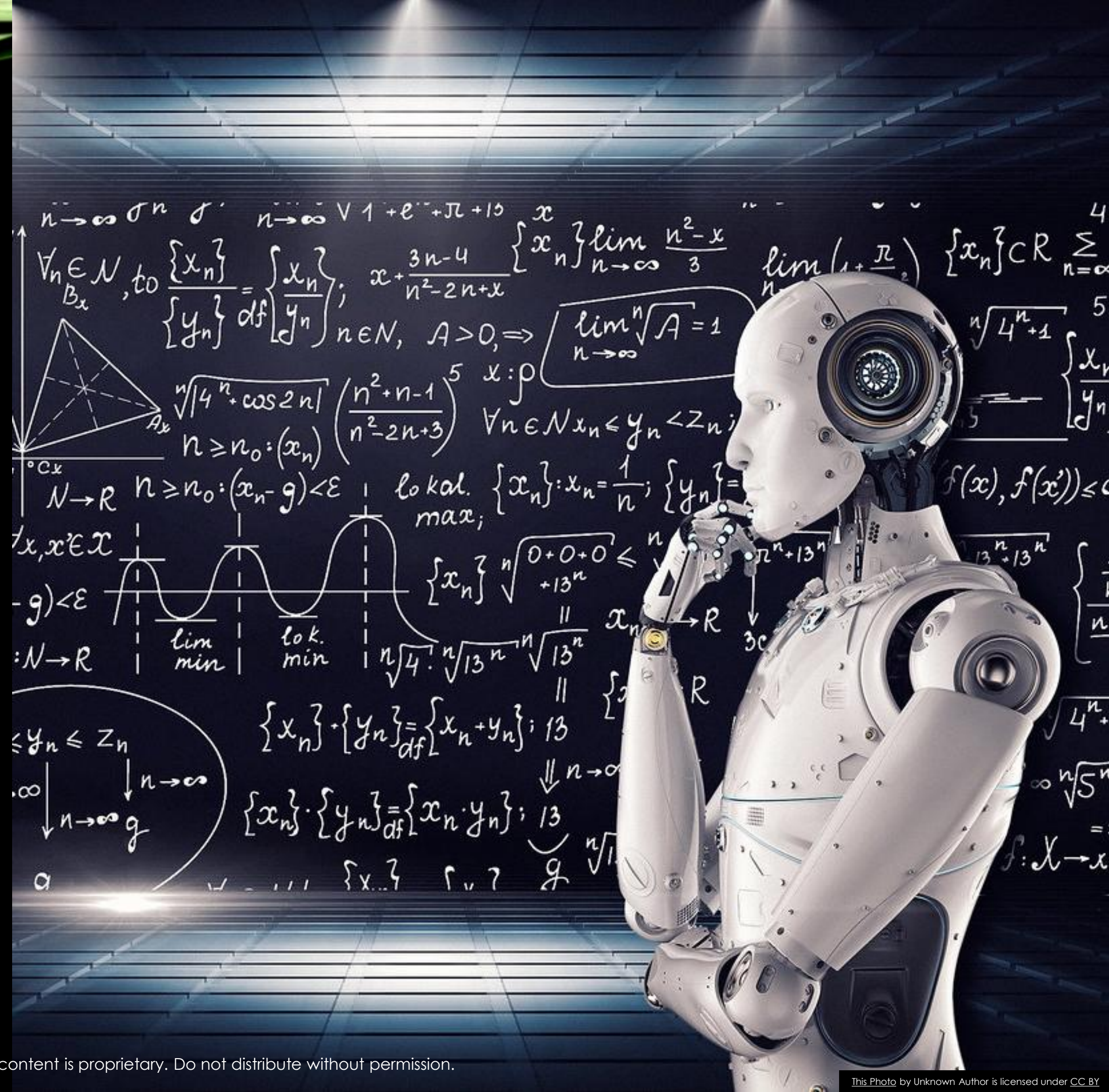
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LET'S CHAT: ARTIFICIAL INTELLIGENCE & YOU

I. Do you think AI can
successfully Augment
Project Management?

II. What concerns you
when using AI for
Projects?



AI & PROJECT MANAGEMENT

In three years, will PMs who don't understand AI still be relevant?

- **81% of global organizations are currently piloting or scaling AI initiatives**, as revealed in NetApp's 2025 *AI Space Race* report, highlighting widespread momentum in enterprise AI adoption



PREDICTIVE MODELS & INTELLIGENCE

- Prediction is about using what we know to deduce what we don't
- Influence of Prediction on our day to day lives
- Estimating based on averages derived from conditional data
- Instead of programming rigid rules, machine learning enables computers to draw insights directly from examples
- Machine learning combined with uncanny predictive accuracy = “artificial intelligence”



THE PACE OF AI EVOLUTION

LLMs are everywhere—but they're not all the same.

- Types of Generative AI Models:
 - Term “Artificial Intelligence” coined in 1956
- **Supervised models → detect known risks**
- **Unsupervised models → discover unknown risks**
- **NLP → analyze documents and text data**
- **Generative AI → draft reports and automate paperwork**
- **XAI → ensure transparency and explainability**

AI HYPE VS REALITY

HYPE	REALITY
AI writes your Business Strategy	AI organizes your documents faster
Full Automation	Targeted Augmentation
Overnight Results	Iterative Improvement
Ready to Start	Need to Assess Readiness



AI FOR PROJECT MANAGERS – DAY-TO-DAY IMPACT

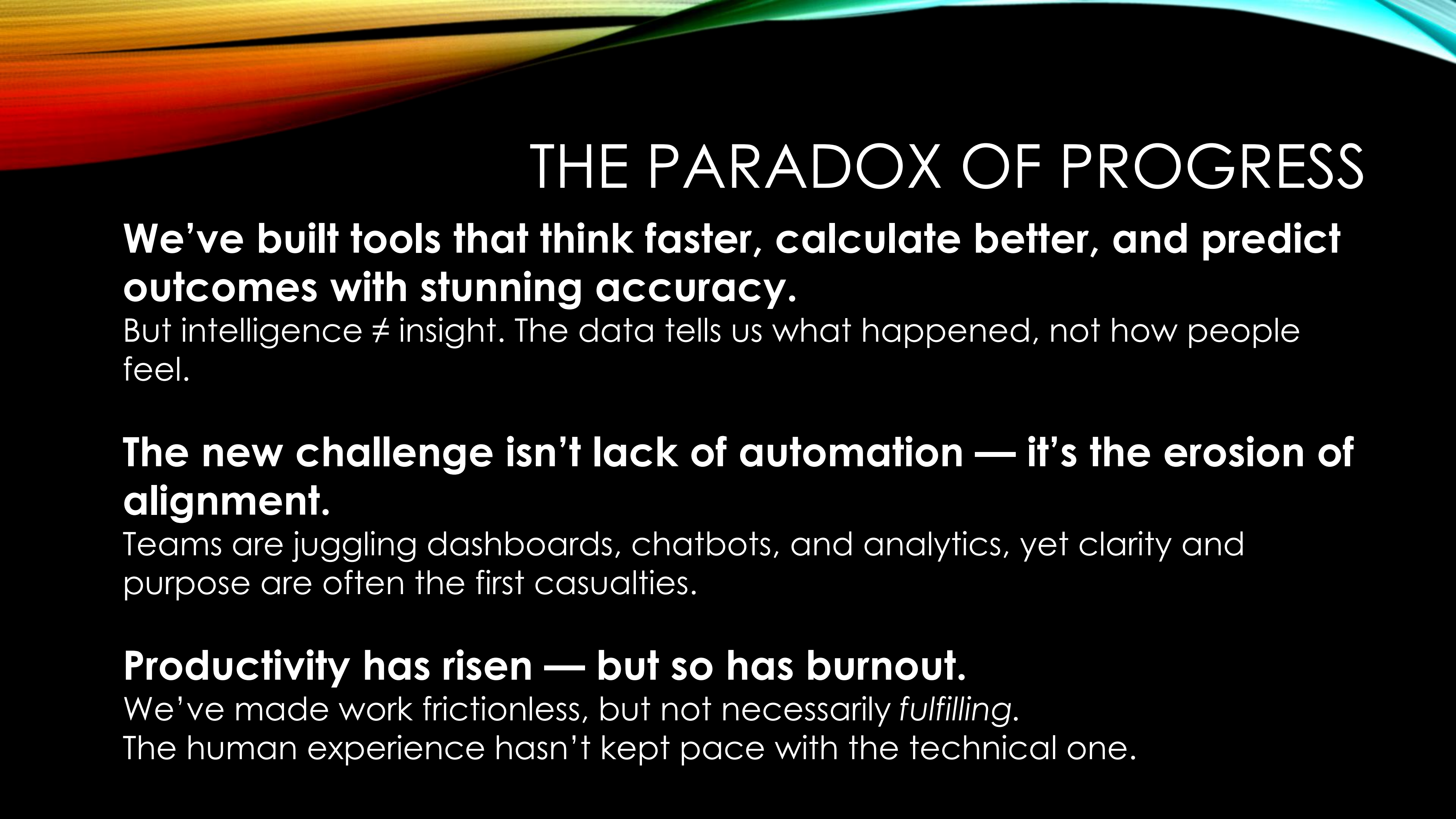
- **Smarter Planning** – Generate project charters, estimate timelines, and flag risks using past data.
- **Predictive Tracking** – AI tools forecast delays, resource bottlenecks, and scope creep early.
- **Automated Updates** – Create status reports, dashboards, and meeting summaries instantly.
- **Collaboration Boost** – Capture action items from Teams/Zoom, analyze stakeholder sentiment.

AI FOR PROJECT MANAGERS – STRATEGIC VALUE

- **Resource Optimization** – Balance workloads, identify skill gaps, and recommend allocations.
- **Compliance & Quality** – Auto-check deliverables for governance, risk, and regulatory standards.
- **Change Management** – Predict adoption challenges and tailor communications.
- **Portfolio Insights** – Prioritize projects by ROI, risk, and alignment with business strategy.

IS AI RESHAPING PROJECT MANAGEMENT?

- **Predictive Insights:** AI analyzes historical and real-time project data to forecast risks, delays, and resource bottlenecks—empowering PMs to act proactively, not reactively.
- **Smarter Resource Allocation:** Intelligent algorithms recommend optimal team assignments, timelines, and workloads based on skill sets, availability, and performance trends.
- **Automated Admin Tasks:** Routine activities like scheduling, status reporting, and budget tracking are automated, freeing PMs to focus on strategy, leadership, and stakeholder engagement.
- **Enhanced Decision-Making:** AI synthesizes vast amounts of data to support faster, evidence-based decisions and insights.



THE PARADOX OF PROGRESS

We've built tools that think faster, calculate better, and predict outcomes with stunning accuracy.

But intelligence $\neq$ insight. The data tells us what happened, not how people feel.

The new challenge isn't lack of automation — it's the erosion of alignment.

Teams are juggling dashboards, chatbots, and analytics, yet clarity and purpose are often the first casualties.

Productivity has risen — but so has burnout.

We've made work frictionless, but not necessarily *fulfilling*.

The human experience hasn't kept pace with the technical one.

USE CASES SPANNING MULTIPLE INDUSTRIES

AI use cases that span multiple industry verticals, typically work with the following AI capabilities.

1. . Automation

AI-powered automation involves using algorithms to perform repetitive and rule-based tasks without human intervention. This includes robotic process automation (RPA) for administrative work, manufacturing automation for assembly lines, and chatbots for customer interactions. Automation improves efficiency, reduces errors, and lowers operational costs across industries.

2. Data Analysis

AI excels in analyzing vast amounts of structured and unstructured data quickly and accurately. Techniques like Natural Language Processing (NLP) and computer vision enable AI to derive insights from text, images, and videos. Businesses use AI for customer sentiment analysis, supply chain optimization, and sales forecasting, leading to better-informed decisions and improved resource allocation.

3. Prediction

Prediction capabilities in AI leverage historical data to forecast future trends or behaviors. Machine learning models are particularly effective for predicting customer behavior, equipment failure, and market shifts. This capability empowers businesses to anticipate risks, optimize strategies, and seize opportunities, significantly enhancing agility and preparedness.

4. Decision Making

AI-driven decision-making uses real-time data and advanced algorithms to recommend or execute optimal actions. This includes dynamic pricing in e-commerce, treatment recommendations in healthcare, and fraud prevention in banking. AI reduces human bias, speeds up decision-making processes, and ensures better outcomes by analyzing all relevant variables comprehensively.



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CONSIDERATIONS FOR ETHICAL AI ADOPTION

Transparency and Explainability

- Issue: Many AI models, especially deep learning algorithms, operate as "black boxes," where the decision-making process is opaque even to their creators. This lack of transparency raises concerns in areas like finance, healthcare, and criminal justice, where individuals are impacted by AI-driven decisions.
- Solution: Adopt models with built-in explainability (such as interpretable AI) and provide clear explanations of AI decisions to users, particularly in high-stakes environments. Regulatory frameworks may mandate explainability in certain industries.

Bias & Fairness in AI

- Issue: AI systems can inadvertently perpetuate or amplify biases present in the training data. If not handled carefully, AI can result in unfair outcomes, such as discriminatory hiring practices, biased legal judgments, or inequitable healthcare recommendations.
- Solution: Implement robust bias detection and mitigation techniques during the AI development process, and continuously audit AI systems for fairness post-deployment.

Human Oversight And Controls

- Issue: Fully autonomous AI systems raise ethical concerns, especially in sensitive areas like healthcare, warfare, and finance. The potential for AI to make decisions without human oversight can lead to unintended consequences.
- Solution: AI systems, especially in high-stakes environments, should be designed with "human-in-the-loop" mechanisms, allowing humans to override or intervene when necessary. Human oversight should be integral, especially in decisions that significantly affect people's lives.

AI EVOLUTION AND JOBS

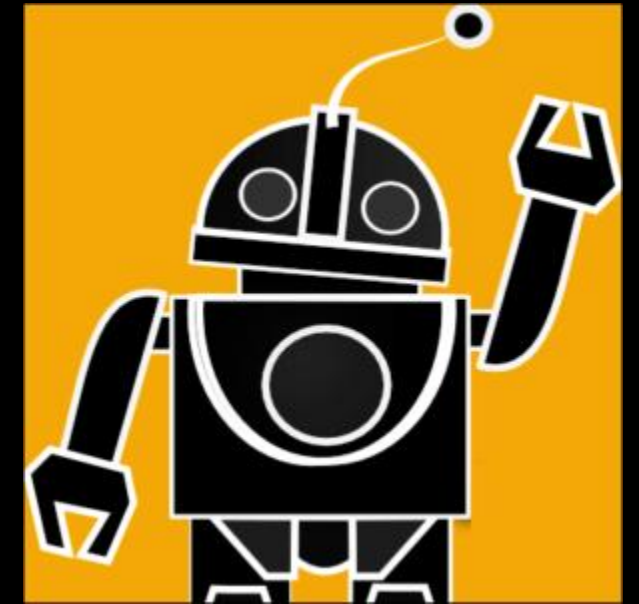
Over time, AI will spawn massive changes in the private and public sector, transforming how employees get work done.

It's likely to eliminate some jobs, lead to the redesign of countless others, and create entirely new professions. In the near term, our analysis suggests, large job losses are unlikely.

But cognitive technologies will change the nature of many jobs—both what gets done and how workers go about doing it—freeing up to at least one quarter of many workers' time to focus on other activities.

DRIVERS FOR AI ADOPTION

- Increased data complexity and volume
- Innovation landscape
- Expectation of transparency and accountability
- Regulatory & Legal Compliance
 - Current and emerging AI regulations (U.S. and global)
 - Example: NIST AI Risk Management Framework
 - Government-specific guidance (GAO, OMB)



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AI FRAMEWORK FROM GAO

Artificial Intelligence (AI) Accountability Framework

Data

Ensure quality, reliability, and representativeness of data sources and processing.

Data Used to Develop an AI Model

Entities should document sources and origins of data, ensure the reliability of data, and assess data attributes, variables, and augmentation/enhancement for appropriateness.

Data Used to Operate an AI System

Entities should assess the interconnectivities and dependencies of data streams that operationalize an AI system, identify potential biases, and assess data security and privacy.

Monitoring

Ensure reliability and relevance over time.

Continuous Monitoring of Performance

Entities should develop plans for continuous or routine monitoring of the AI system and document results and corrective actions taken to ensure the system produces desired results.

Assessing Sustainment and Expanded Use

Entities should assess the utility of the AI system to ensure its relevance and identify conditions under which the AI system may or may not be scaled or expanded beyond its current use.

Governance

Promote accountability by establishing processes to manage, operate, and oversee implementation.

Governance at the Organizational Level

Entities should define clear goals, roles, and responsibilities, demonstrate values and principles to foster trust, develop a competent workforce, engage stakeholders with diverse perspectives to mitigate risks, and implement an AI-specific risk management plan.

Governance at the System Level

Entities should establish technical specifications to ensure the AI system meets its intended purpose and complies with relevant laws, regulations, standards, and guidance. Entities should promote transparency by enabling external stakeholders to access information on the AI system.

Performance

Produce results that are consistent with program objectives.

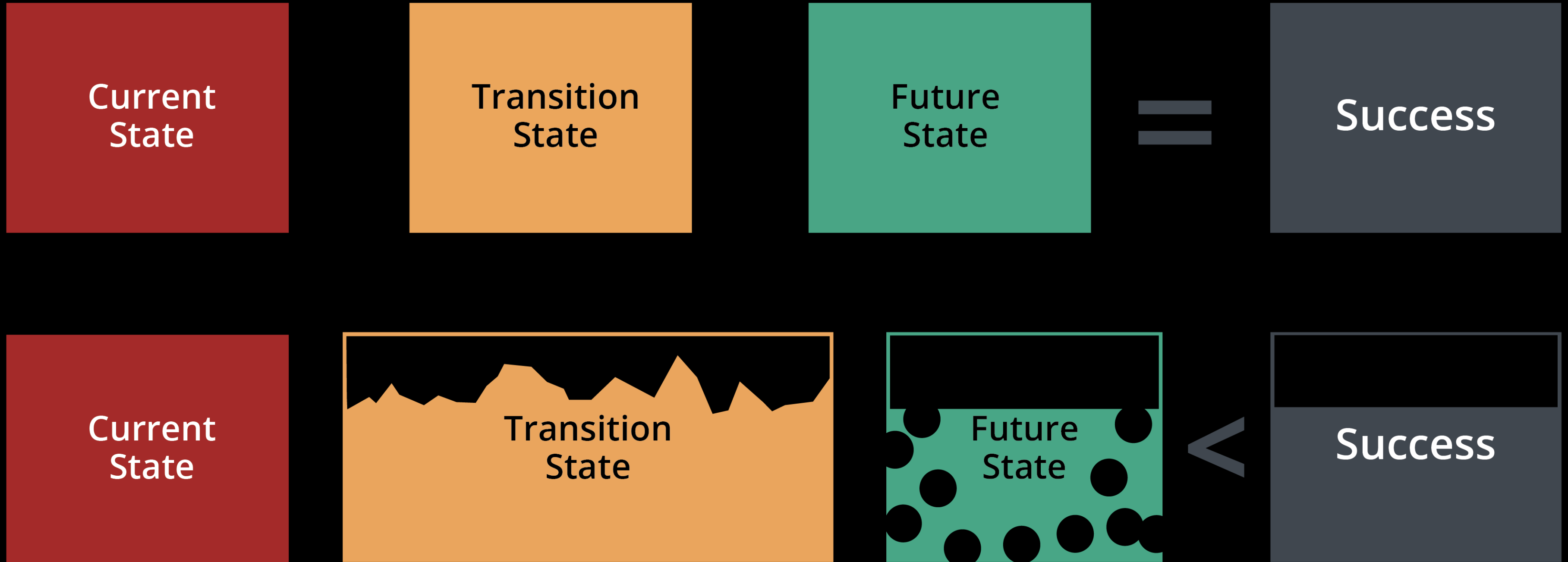
Performance at the Component Level

Entities should catalog model and non-model components that make up the AI system, define metrics, and assess performance and outputs of each component.

Performance at the System Level

Entities should define metrics and assess performance of the AI system. In addition, entities should document methods for assessment, performance metrics, and outcomes; identify potential biases; and define and develop procedures for human supervision of the AI system.

WHY IS CHANGE MANAGEMENT IMPORTANT?



THRIVING IN AN AI WORLD

Technology can amplify efficiency, but only humanity can amplify meaning.



REBOOT OUR HUMAN OPERATING SYSTEM

Listen before you label – Pause data interpretation with curiosity.

Reflect daily – Build self-awareness as a feedback loop.

Reignite purpose – Ask “who benefits” in every project.

“Project Leadership is not about knowing more; it’s about being more present.”

START LEVERAGING AI

Build AI Literacy in Teams

- Understand AI concepts, limitations, risks

Start with Targeted Pilots

- Begin with focused, high-value use cases
- Evaluate ROI and risk

Collaborate with Data Scientists / IT Teams

- Interdisciplinary collaboration is key

Stay Informed on Evolving Standards

- Monitor NIST, GAO guidance, AICPA AI publications



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WHAT'S NEXT?

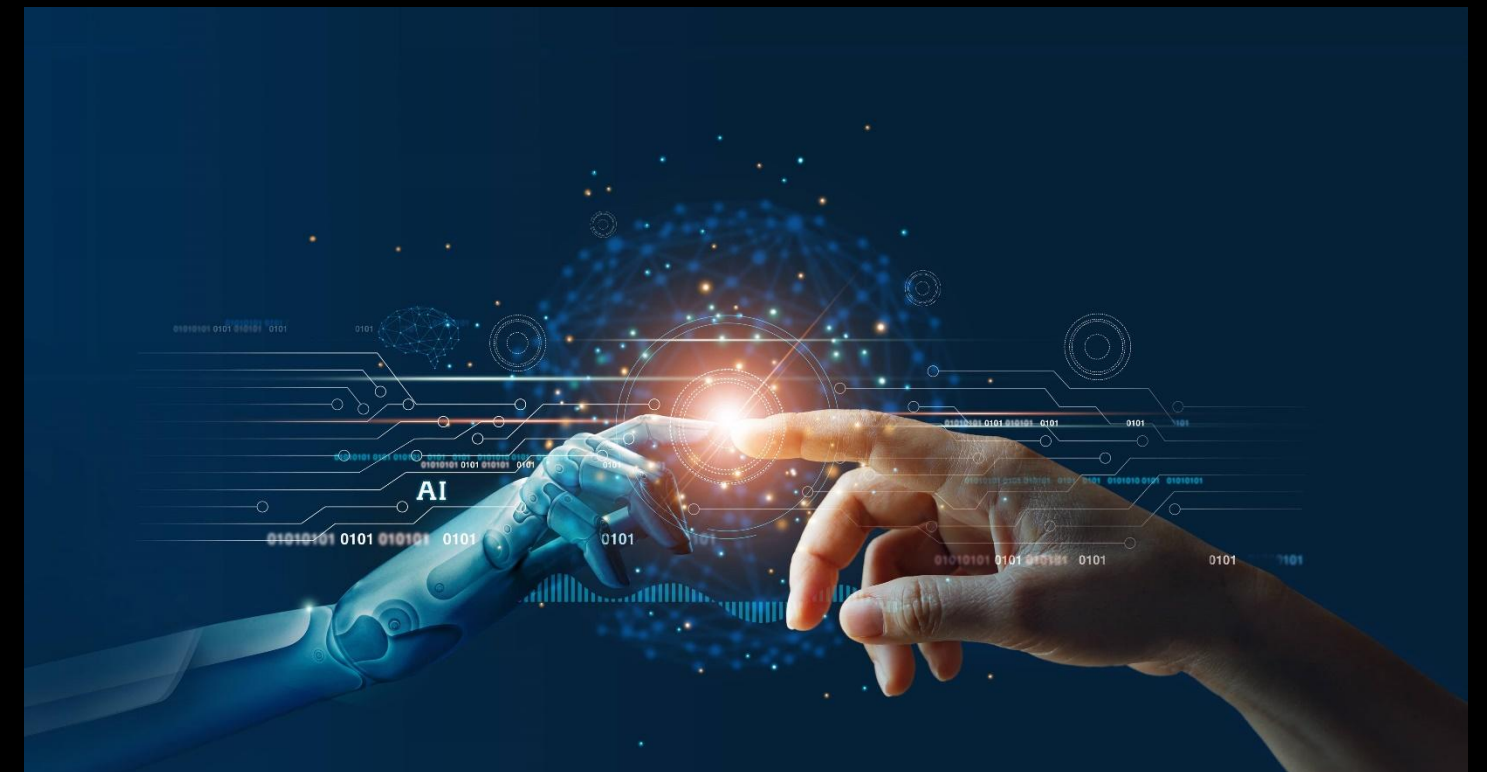
- **Advancements in Generative AI**
Generative AI technologies, such as large language models (LLMs), are expected to become more specialized and trustworthy. These models will increasingly be trained on curated, debiased datasets to improve their reliability and reduce misinformation.
- **Expansion Beyond IT Departments**
AI is becoming integral across all business functions, not just IT. Generative AI is expected to be widely adopted for strategic problem-solving in marketing, operations, and HR. This democratization of AI ensures that more teams leverage its capabilities for tailored solutions



WHAT'S NEXT?

Rise of AI Agents

- AI agents — programs that make decisions based on their environment — will evolve to demonstrate enhanced context awareness, multimodal capabilities, and a commitment to continual learning, offering users more personalized and adaptable experiences. Developers will integrate ethical practices, edge computing, and industry-specific customization, ensuring the responsible and domain-specialized deployment of AI agents across diverse sectors. This evolution will redefine work dynamics as human-AI collaboration emphasizes the cooperative synergy between AI technologies and human capabilities.



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