

Your Technology is Ready. Are your Leaders?

Introducing the *Intelligent Systems Leadership Framework*: a four-domain competency model built for the AI-driven era.

The leadership model that built this industry is no longer sufficient to scale it.

As robotics and automation companies transition from discrete hardware systems to connected, adaptive, AI-enabled platforms, competitive advantage is shifting from functional excellence within silos to integration fluency across them. Value is now created – and destroyed – at the intersections. The organizations that recognize this shift earliest will build a durable leadership advantage.

Four-Domain Competency Model

1 Integrative Intelligence

How leaders see and make sense of the system

- C1** Breadth of Insight
- C2** Systems Thinking

2 Navigating Complexity

How leaders decide and arbitrate under tension

- C3** Resource Allocation & Decision Ownership
- C4** Negotiation & Conflict Management

3 Architecting Capability

How leaders build organizational capacity to execute at scale

- C5** Strategic Talent Construction
- C6** Performance Acceleration

4 External Orientation

How leaders read, engage, and shape the environment

- C7** Ecosystem Intelligence
- C8** Strategic Influence & Positioning

89%

of manufacturers plan to implement AI — but only 16% have hit their targets. The gap is leadership.

74%

of manufacturing companies say leadership is the defining factor in AI initiative success.

54%

report low confidence in their frontline leaders' readiness to lead AI-driven change.

Built for use, not just assessment. The Intelligent Systems Leadership Framework is a practical tool for identifying leaders who can scale with the business, making deliberate build-or-hire decisions, and developing the next generation of integrative talent – at a moment when the relevant expertise is scarce, emergent, and not yet fully defined in the market.

Let's talk about your leadership architecture.

DHR Global's Robotics & Automation practice works with boards, CEOs, and CHROs across the intelligent systems sector – on executive search, leadership assessment, and organizational design. We'd welcome a conversation about what this framework means for your team.



Lisa Walker

Managing Partner, Global Industrial Practice
USA | Global Remit
lwalker@dhrglobal.com