

Hey! What's New? 2025-18

Five Trends That Will Reshape the AI Roadmap In 2025

An article FEI Canada's *F. A. R.*, sponsored by IBM, notes that the IBM Institute for Business Value (IBM IBV) recently surveyed 400 global leaders to find out how business leaders can succeed in an AI-fueled competitive landscape – and how they are preparing their people to drive change. The findings were paired with additional IBV insights to map out the five trends that will reshape the AI roadmap in 2025.

According to the article, “the study found that many organizations are on the cusp of a major breakthrough. In fact, 63% of executives say their AI portfolio will have a material financial impact on their organization in the next one to two years.”

Business leaders don't have time to vet every innovation, it says. “Yes, they still need to steer the ship, but they must empower teams to rethink workflows and deploy AI agents in new ways to tangibly improve performance at scale and deliver a competitive advantage.”

As digital labour evolves, it puts the power of digital transformation firmly in employees' hands. “By giving AI agents specific permissions and rights, teams can automate decision making, problem solving and other tasks that go beyond the data the system's machine learning models were trained on. New technologies make it possible for employees to increase productivity and redefine workflows — and challenge preconceived notions about what it means to lead.”

To deliver on these expectations, the article notes, “organizations plan to push teams forward at a rapid pace. Today, only 24% of executives say they're innovating with AI to advance new opportunities and create new business models. In 2025, 46% of executives say their organizations will be scaling AI, focusing on the optimization of existing processes and systems, while 44% expect to use AI to innovate. Only 6% say their organizations will still be experimenting.”

The article then points to five technology and business trends for 2025:

- Agentic AI will transform your business – but first you must reskill your people. “In 2024, global CEOs estimated that 35% of the workforce needed to be reskilled – that's more than a billion workers worldwide. Organizations must create new structures that give employees oversight over autonomous decision making and manage the new risks it creates.”
- Despite efforts to slow its growth, technical debt continues to increase. “Only 25% of executives strongly agree that their organization's IT infrastructure can support scaling AI across the enterprise. By linking long-term productivity gains and performance metrics to new solutions, leaders can measure the benefits of modernization – and understand the true cost of shortcuts.”
- In the age of AI, location is everything. “67% of executives say their organization's use of AI changed where it operated in 2024 – and 93% expect AI to have an impact on their location strategy by 2026. As organizations seek out the talent, data ecosystems and infrastructure needed to scale AI, they're moving operations to places that provide the greatest strategic advantage.”
- The rapid pivot to AI has upended IT budgets, but self-funding is imminent. “95% of executives say gen AI will be at least partially self-funded by 2026. As organizations embrace

fit-for-purpose AI models, combined with open source and agile, the cost side of the equation will start to shrink.”

- AI product and service innovation is the #1 CEO goal, yet business models aren’t keeping up. “Over the next three years, 85% of executives say AI will enable business model innovation and 89% say it will drive product and service innovation. Getting it right can help companies stay ahead of the competition – and strengthen customer relationships.”

To make the most of innovative offerings, says the article, “business leaders understand that they need to rethink how they turn a profit. In fact, 62% of CEOs say they must rewrite their organizational playbook to win in the future. AI will play a major role in this shift.”

Bottom line? “People are the secret ingredient to winning with AI — but they can’t succeed without strategic reskilling, security guardrails and decision support.”

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