

Compounding Interest in AI

30+ SENIOR F&A LEADERS SURVEYED

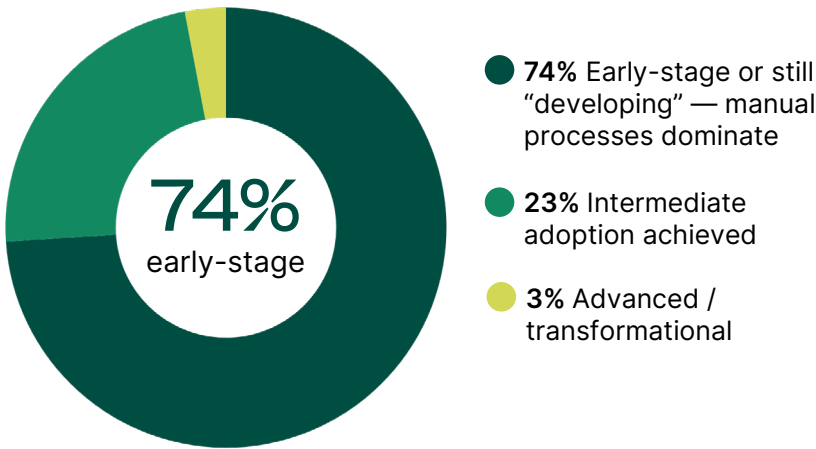
AI ambition is running ahead of AI readiness.

74% of organizations are still early-stage or developing, manual processes dominate, and AI is applied only in pockets. Just 3% describe themselves as advanced.



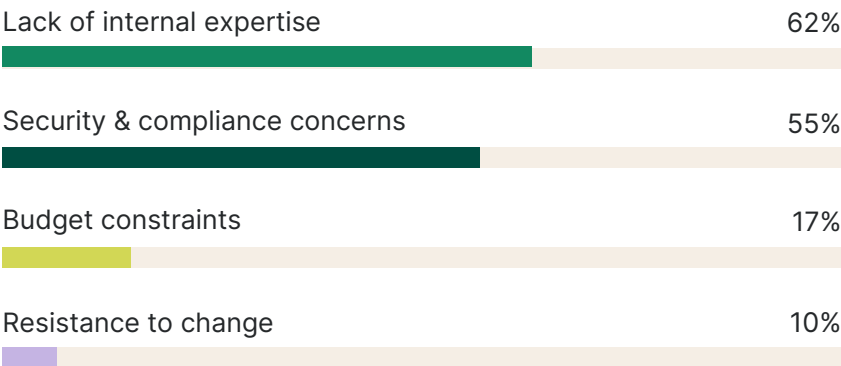
1 AI Maturity Landscape

Most organizations are just beginning their AI journey



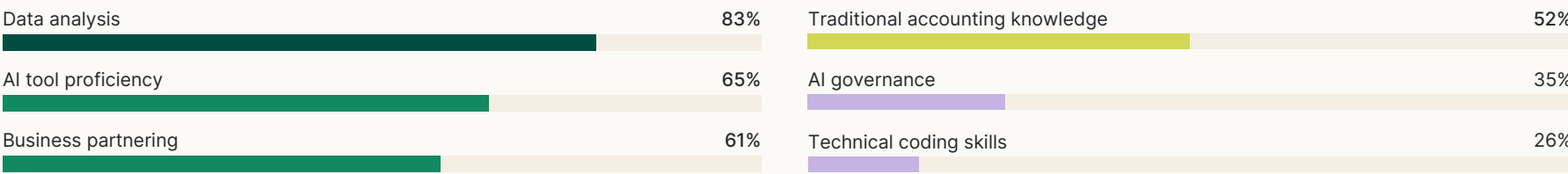
2 Top Barriers to AI Adoption

The bottleneck is people & governance, not budget



3 Skills Most in Demand

Hybrid talent wins: bridging old expertise with new capabilities



Traditional accounting knowledge (52%) ranked above AI governance (35%) and coding skills (26%), signaling that the market wants people who can **bridge old and new**, not pure technologists.

4 Hiring Response to AI

Reskilling over replacement: a lean-in-place strategy

58%

Reskilling current staff, the dominant response to AI change

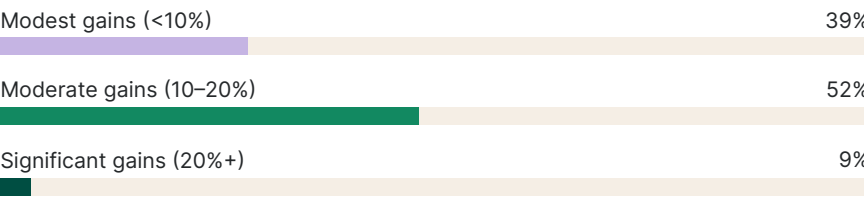
38%

Cutting transactional roles as automation takes hold

Only 17% are actively growing analytical/technical headcount, suggesting that most organizations are optimizing what they have, not rebuilding from scratch.

5 Expected Efficiency Gains

Cautious, realistic expectations — transformation takes time



Realistic given low maturity levels. Organizations recognize they can't leap to transformational outcomes when the fundamentals aren't yet in place.

6 Planned Changes to Workflows

High uncertainty. Most plans are exploratory, not commitments.

28%

Unsure of planned changes

16%

No plans at all

28%

Evaluating RPA & AI tools is the top planned activity

24%

ERP migrations are also a leading planned change



The biggest barriers to AI adoption aren't budget; they're expertise and readiness.

Let's talk about your AI talent strategy →