GLOBAL SIM LABS
BEYOND THE EXPECTED

FLAGSHIP PAPER

The Coming War for Human Value

A war is coming. Not between managers and machines. Between managers.

THE MIGRATION OF SCARCITY

01 INTELLIGENCE BECOMES ABUNDANT

02 PROFESSIONAL OUTPUT CONVERGES

03 TRADITIONAL SIGNALS WEAKEN

04 SCARCITY MOVES TO PRODUCED VALUE

I
The Wrong War

AI is not replacing managers. It is making the differences between them visible.

II
The Conversion Test

Knowledge is an input. What counts is whether it survives contact with reality.

III
The New Standard

Organisations must assess produced value, not knowledge or polish.

+36%
productivity gain for the least-skilled workers using AI · Brynjolfsson et al. (2025)

−19 pp
correct answers when AI was used outside its frontier · Dell'Acqua et al. (2023)

"Knowledge may become abundant. Performance will not."

Examined through GSL's AER™ lens: Approach · Expression · Result

READ THE PAPER globalsimlabs.com/the-coming-war-for-human-value

Beyond the Expected.