

Is AI making teamwork obsolete? What should businesses prepare for?

AI is changing the way businesses work in teams. Discover why teamwork isn't disappearing but is shifting to a new model centered around AI, critical thinking, and leadership.

AI is changing the way businesses operate at an unprecedented pace. In just a few years, many tasks that once required an entire team can now be handled by a single person with a few AI tools.

Marketers now not only write content but can also analyze data, create visuals, deploy campaigns, and optimize ads. Product managers can build prototypes and test ideas with less reliance on the engineering team. Meanwhile, programmers are increasingly accustomed to letting AI write most of the basic code and then focusing more on testing and refining the product.

The emergence of 'superpowered individuals'—individuals enhanced by AI—is causing many businesses to worry that teamwork may become obsolete. If AI can help one person do the work of an entire team in the past, do businesses still need traditional collaboration models?



Realistic scenario

AI won't completely eliminate teamwork, but rather will disrupt the old teamwork model—where most time is spent updating progress, handling processes, coordinating administrative tasks, and holding long, unproductive meetings.

This is also why many businesses are beginning to notice a rather obvious paradox: AI is helping individuals work faster, but many organizations are still operating slowly because their old collaboration structures haven't

changed.

For years, the common business expansion model has been to increase the number of employees as workload increases. But AI is completely changing that logic. As individuals become more capable of handling multiple tasks independently, future teams tend to be smaller, more flexible, and less reliant on traditional hierarchical structures. A small team that effectively leverages AI can sometimes produce the output of an entire department in the past.

This also means that 'knowing how to use AI' is no longer just a personal advantage; it's gradually becoming a fundamental competency for the entire organization.

If only a few people on the team are skilled in AI, while the rest still work with old workflows, the business is very likely to experience operational disruption. AI users work too quickly, but the collaborative systems around them can't keep up.

Therefore, many businesses will be forced to build 'AI literacy' as part of their overall work culture in the coming years. It's not just about learning how to use AI, but also about agreeing on how teams interact with AI in their daily work. Questions such as when to trust AI, when to double-check, and how to balance speed and quality will increasingly become operational issues, not just technical ones.

Interestingly, in the future, highly valued personnel may not be those who use AI the most, but rather those who can detect when AI is malfunctioning.

AI is also rendering many traditional forms of teamwork obsolete. Much of the collaboration in businesses today essentially revolves around gathering information, sending reports, updating progress, or coordinating between departments. These are all tasks that AI can handle much faster and more efficiently than humans.

That doesn't mean teamwork is disappearing. On the contrary, teamwork in the age of AI will shift to higher-value activities — where people focus on critical thinking, debate, building trust, and making decisions together.

This is a change that many businesses are not yet prepared for. Many organizations still evaluate teamwork based on the number of meetings or the level of administrative coordination, while AI is making these activities increasingly less meaningful.

In this new environment, the strongest teams may not be the most 'harmonious' teams, but rather those capable of the most effective debate. With AI handling the majority of operational tasks, the greatest value of humans lies in their ability to critically analyze and offer perspectives that machines cannot yet replace.

There have been massive changes in leadership roles.

Previously, leaders were often seen as those with the most answers. But as AI can process and analyze information faster than humans, the role of leadership will gradually shift to designing how humans and AI collaborate.

Future leaders will have to decide which tasks can be delegated to AI, which parts require human involvement, and who will ultimately be held accountable if the AI produces incorrect results. This is crucial because while AI can generate output, the final judgment still rests with humans.

Many businesses are now facing pressure to change how they evaluate employee performance. In the past, companies were accustomed to measuring effectiveness based on working hours, business levels, or the number

of tasks completed. But in the AI ??environment, those metrics are becoming increasingly meaningless. An effective AI user can complete tasks in significantly less time but generate greater value.

This forces businesses to shift to evaluating factors that are harder to measure but far more important, such as decision quality, adaptability, learning speed, and long-term impact on the organization.

More broadly, AI isn't actually destroying teamwork. What it's doing is clearly separating value-creating collaboration from the long-standing, purely formal activities within businesses.

Companies that adapt well in the coming period will not simply be those that 'use AI more'. They will be organizations that know how to reshape how people collaborate in an AI-first environment, reducing bureaucratic teamwork and focusing more on critical thinking, trust, and quality decision-making.

Ultimately, the greatest advantage in the age of AI may not come from the technology itself, but from the ability to properly combine AI and humans to create teams with far greater combined value than each individual.

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