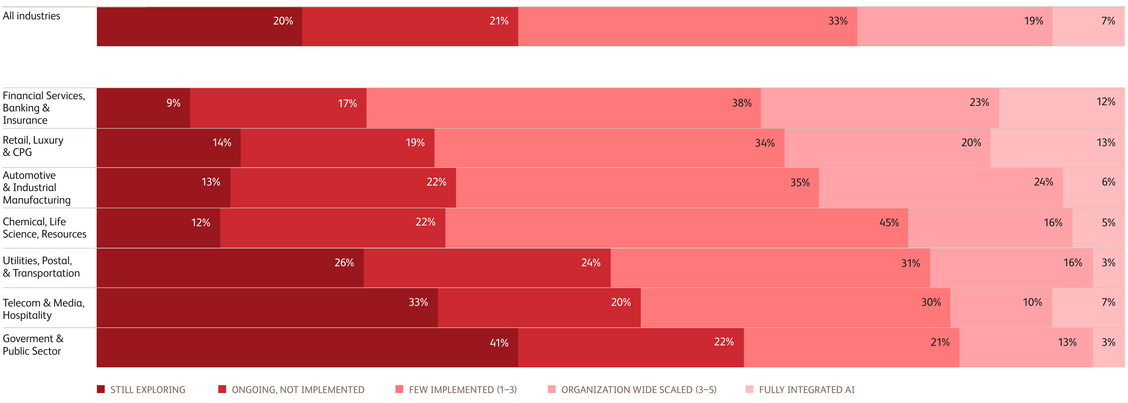
BearingPoint

Resilient by design: New BearingPoint study explores how agentic AI is reinventing organizations

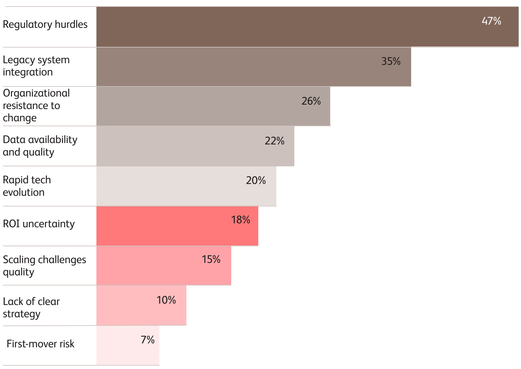
Slow progress on AI maturity across industries

Most organizations remain in pilot stages, with only a small fraction scaling AI across operations.



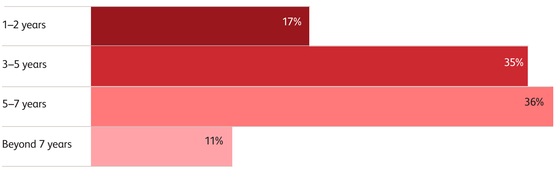
Challenges and barriers on path to AI-driven transformation

Complex regulatory framework, legacy infrastructure and organizational resistance for change are seen as key challenge and barriers for AI adoption.



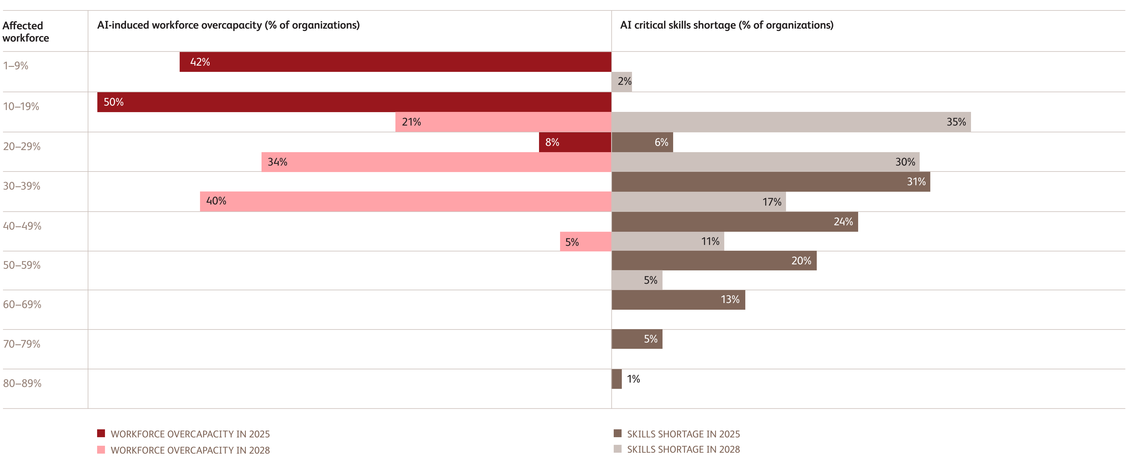
Organizations see agentic organizations maturity as a medium-term goal

Most organizations expect full realization in 3–7 years, reflecting cautious but committed adoption timelines.



Overcapacity induced by AI and shortage of AI-skilled staff

Workforce dual challenge: managing overcapacity in legacy roles while simultaneously addressing shortages in AI-critical talent



AI-driven projects scale achieved versus planned

Less than one out of ten executives report that their AI initiatives have been fully scaled and are meeting initial business case expectations

	China	France	Germany	Nordics	UK	USA	Other Europe*
Completely	13%	6%	7%	8%	11%	6%	5%
Partially	33%	36%	33%	34%	36%	33%	44%
To a limited extent	34%	37%	46%	36%	39%	46%	41%
Not yet	19%	21%	14%	22%	14%	16%	9%

*Other Europe = Belgium, Italy, Ireland, Netherlands, Switzerland.

BEARINGPOINT RESEARCH ACROSS 1010 C-SUITE EXECUTIVES, FROM VARIOUS SECTORS PRIVATE AND PUBLIC IN EUROPE, USA AND ASIA, CONDUCTED THROUGH ONLINE INTERVIEWS IN AUGUST 2025