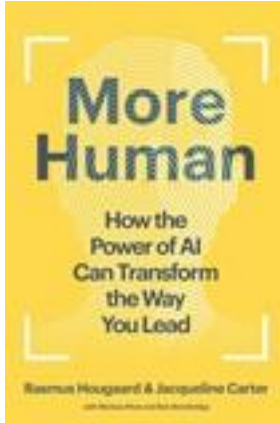


PM WORLD BOOK REVIEW¹



Book Title: **More Human: How the Power of AI Can Transform the Way You Lead**

Author: **Rasmus Hougaard & Jacqueline Carter with Marissa Afton and Rob Stenbridge**

Publisher: Harvard Business Review Press

List Price: \$32.00

Format: Hardcover, 176 pages

Publication Date: 2025

ISBN: 979-8-89279-062-8

Reviewer: **Sarah Symons, PMP** Review Date: April 2025

Introduction

Will AI be helpful or harmful with regards to leading teams in the workplace? When leaders use AI to increase the three core qualities of AI-Augmented Leadership (awareness, wisdom, and compassion), the result is a more human experience, which leads to increased trust, productivity, collaboration, and alignment on goals and strategy.

Overview of Book's Structure

The book has an Introduction, followed by six chapters:

Introduction – A New Era of Human Leadership

This section introduces the concept of the AI-Augmented Leader, who is able to embrace both human and AI capabilities. This section also introduces the three core qualities of AI-Augmented Leadership: Awareness, Wisdom, and Compassion (detailed further in chapters 3-5).

Chapter 1 - Best of Both, Human and Machine

This chapter introduces the concept of the “toggle” between human capabilities and AI capabilities, and how the AI-Augmented Leader realizes the best of both to transform their leadership.

¹ How to cite this work: Symons, S. (2025). More Human: How the Power of AI Can Transform the Way You Lead, book review, *PM World Journal*. Vol. XIV, Issue VI, June.

Chapter 2 - Leadership, Start with Your Mind

This chapter introduces the importance of mind and provides defining characteristics of the mind. Understanding the mind, through work with mind, breath, and body by engaging in meditation, will allow leaders to cultivate the three core qualities of awareness, wisdom, and compassion. For each core quality, there are five mindsets, detailed in later chapters.

Based on their extensive research, interviews, and surveys, the authors developed the Human Leader Compass (Figure 2-1), which illustrates how leadership starts with the mind, which can cultivate the three core qualities of AI-Augmented leadership and accelerate that development by adopting the five mindsets for each core quality.

Chapter 3 - Awareness, Context and Content

This chapter defines awareness in detail and categorizes three types of awareness. The AI-Augmented leader will “toggle” between context (human input) and content (AI generated) to increase awareness. Examples are provided to outline how AI can help humans increase awareness. The five mindsets that increase Awareness are outlined and defined in detail along with tips for enhancing each mindset resulting in increased awareness, leading to greater wisdom.

Chapter 4 - Wisdom, Questions and Answers

This chapter defines wisdom in detail and in the context of leadership and categorizes three cornerstones of wisdom. The AI-Augmented leader will “toggle” between questions (human input) and answers (AI generated) to increase wisdom. Examples are provided that discuss how to understand wisdom in the Age of AI. The five mindsets to embrace to develop Wisdom are outlined and defined in detail along with tips for enhancing each mindset resulting in increased wisdom, leading to greater compassion.

Chapter 5 - Compassion, Heart and Algorithm

This chapter defines compassion in detail and provides elements to help understand compassion. The AI-Augmented leader will “toggle” between heart (human input) and algorithms (AI generated) to increase compassion. Examples are provided to outline how AI can help humans enhance compassion. The five mindsets that elevate Compassion are outlined and defined in detail along with tips for enhancing each mindset as increased compassion benefits all.

Chapter 6 - More Human, Unleashing the Promise

This chapter describes the key promises of AI for leaders and how AI can bring out the best in leaders. It details two practices to unleash the promise and potential of AI. In the future, the most successful leaders will use AI to allow for a “more human” experience in the workplace.

Highlights

- The book is structured in a logical manner, allowing the reader to appreciate the concept of how leadership starts with the mind, and how each core quality then builds upon the previous one
- Extensive definitions and characterizations of the three core qualities of AI-Augmented leaders, and examples of how to use AI to increase these qualities
- Extensive definitions and characterizations of the five mindsets associated with each core quality of AI-Augmented leaders, and tips on how to enhance each mindset

Highlights: What I liked!

- Excerpts from the author's interviews with corporate executives, who share the various ways in which they use AI to achieve a "more human" experience for their employees
- Understanding the balance between using AI to inform and enhance decision-making, while using human values to execute those decisions
- Learning how AI tools can help leaders save time, and how they can use that time to reinvest in their employees
- Learning how leaders can use AI for better self-awareness and to understand their teams

Who might benefit from the Book?

Project managers who have embraced AI tools and are looking for the best ways to utilize AI to grow as leaders by increasing the core qualities of Awareness, Wisdom, and Compassion. Embracing AI to promote the growth of these core qualities will allow the project manager to lead in a way that will provide a more human experience for their team, resulting in higher engagement, trust, collaboration, and productivity.

Conclusion

More Human: How the Power of AI Can Transform the Way You Lead by Rasmus Hougaard & Jacqueline Carter with Marissa Afton and Rob Stenbridge is an excellent guide for anyone looking to use AI to increase the effectiveness of their leadership. The book delves into the core qualities of the AI-Augmented and the mindsets that leaders can adopt to accelerate the development of those qualities. When leaders embrace their best human qualities and the effectiveness of AI, the outcome is transformational leadership, resulting in a more human experience for employees, and greater collaboration, productivity, and alignment on strategy for the people they lead.

For more about this book, go to: [More Human: How the Power of AI Can Transform the Way You Lead](#)

About the Reviewer



Sarah Symons

Richardson, TX USA



Sarah Symons is a certified project manager with extensive experience in leading and managing complex multimillion-dollar projects across technology, healthcare, and government sectors. Sarah enjoys being a member of the Dallas, TX PMI Chapter. In addition to her professional achievements, Sarah enjoys traveling, reading, and spending time with her husband and their two Great Pyrenees dogs.

Sarah can be contacted at sarah.w.symons@gmail.com

Editor's note: This book review was the result of a partnership between the PM World Journal and the [PMI Dallas Chapter](#). Authors and publishers provide books to the PM World Journal Editor; books are delivered to the PMI Dallas Chapter where they are offered free to PMI members who agree to provide a review within 45 days; book reviews are published in the PM World Journal and PM World Library. Reviewers can normally claim PDU's for PMP recertification upon publication of their book reviews.

PM professionals can also author a review of a PM-related book independently purchased or received from authors. Those book reviews can also be published in the PMWJ, with authors then able to claim PDUs or CEUs for PM recertifications.

If you would like us to publish a book review or are an author or publisher of a project management-related book, and would like the book reviewed, please contact editor@peworldjournal.com.