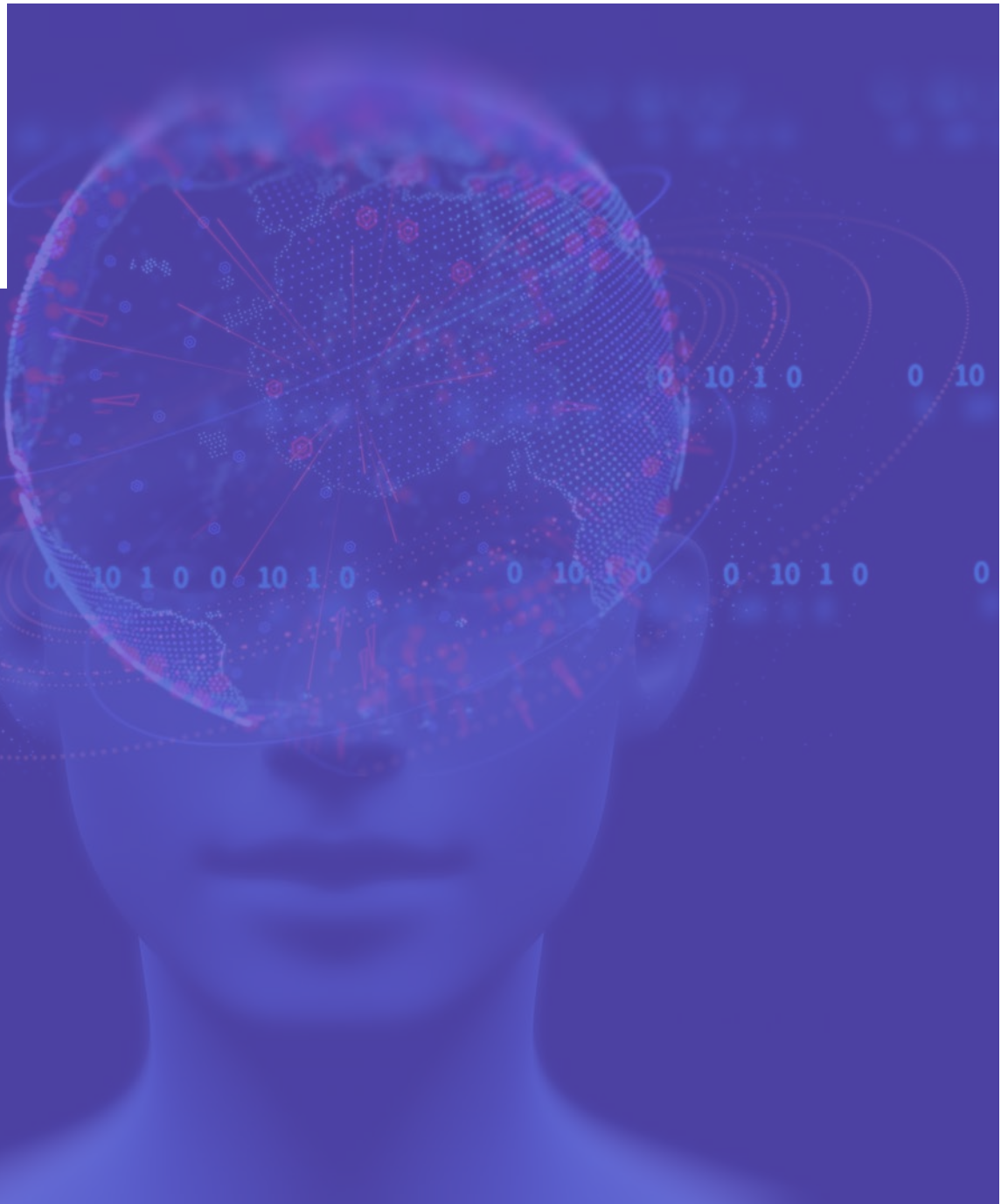




**KINGSLEY
GATE
PARTNERS**



ARTIFICIAL INTELLIGENCE

CASE STUDY

INTRODUCTION

Artificial Intelligence (AI) is quickly permeating every industry; however there is a reported shortage of AI talent globally. In addition, statistics show that women represent a very small percentage of AI leadership. Kingsley Gate Partners' research team has analyzed the backgrounds and data on 185 AI leaders

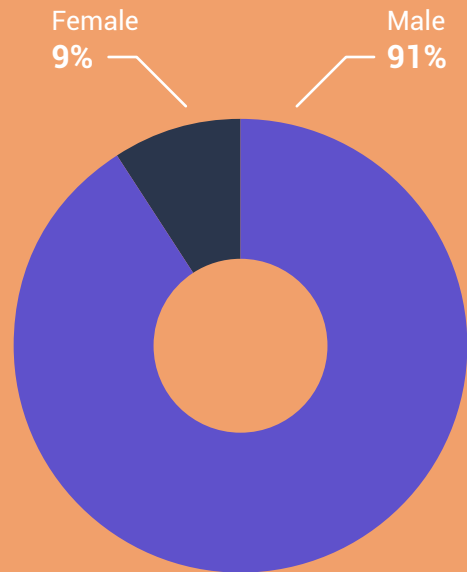
from top artificial intelligence companies and divisions. This report was generated using CB Insights AI 100 and other published top AI companies lists (full list in the appendix). The report presents our findings of the common backgrounds and what to look for in identifying prospective AI leaders.

ALL COMPANIES

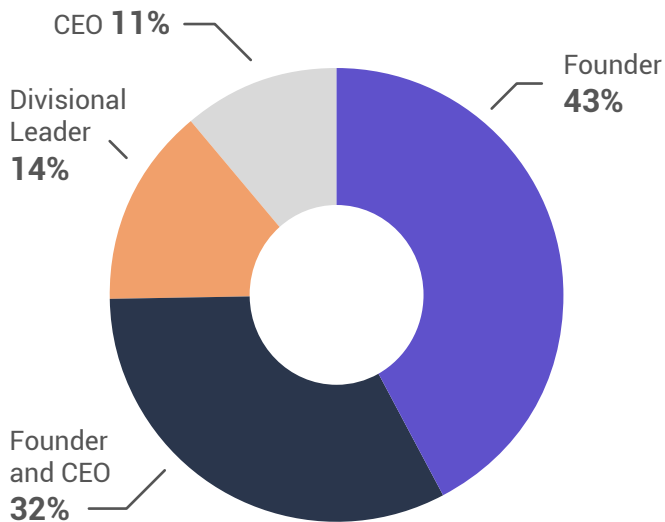


Gender Breakdown

The 185 profiles evaluated include 91% male leaders and 9% female leaders



Leader Type

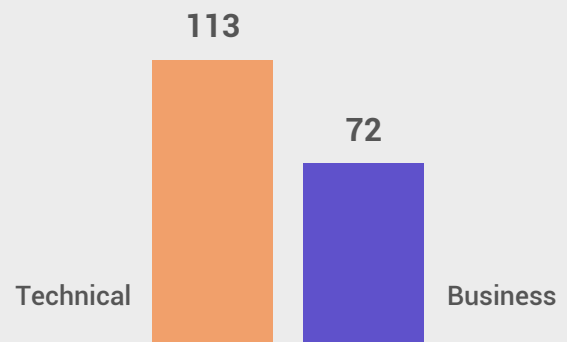


Definitions of Leader Types

- Founder and CEO: Founder or Co-founder & Chief Executive Officer of the company
- CEO: Chief Executive Officer, non founding role
- Divisional Leaders: Leaders of Artificial Intelligence related divisions in large organizations
- Founder: Founder and non-CEO role

The most common leader type is founder—139 out of the 185 profiles are founders.

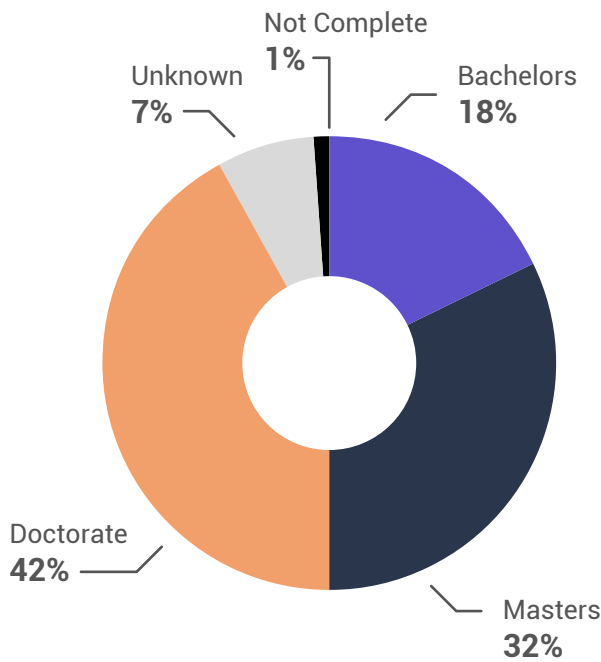
Generalized Career Progression



In order to analyze the career backgrounds of the leaders, those who come from finance, operations, or executive leadership are categorized as “Business” and those that are based around computer science and engineering are classified as “Technical.” 113 out of 185 leaders have a technical background. Further dissection of the market sizes broken out on the next page give a better idea of the careers of leaders in the different market sizes.

ALL COMPANIES

Education



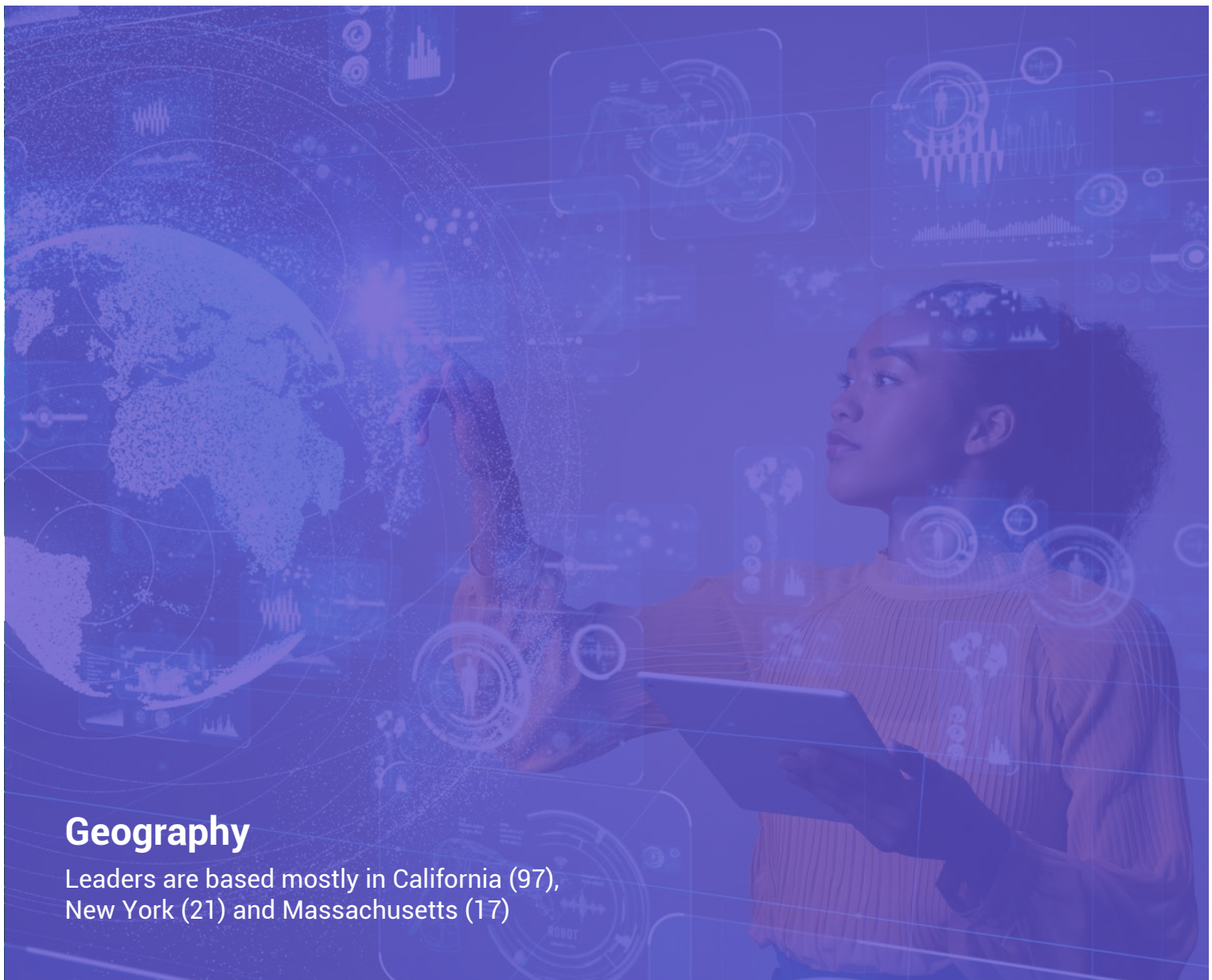
The highest education level achieved for AI leaders was a Doctorate Degree (42%), followed closely by a Masters Degree (32%). Not all leaders have their education publicly available or completed - they are included as "unknown." 4 different market sizes were identified.

Start-ups: Companies in the early stages of development.

Midmarket: Companies larger than small businesses, but smaller than big business.

Unicorns: A privately held start-up company with a current valuation of 1 Billion or more.

Large companies: Recognized industry leaders



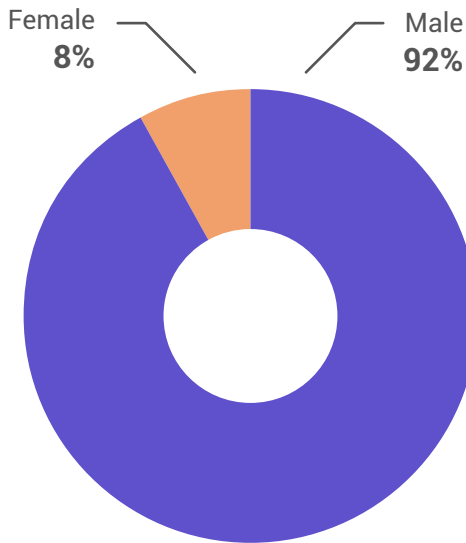
Geography

Leaders are based mostly in California (97), New York (21) and Massachusetts (17)

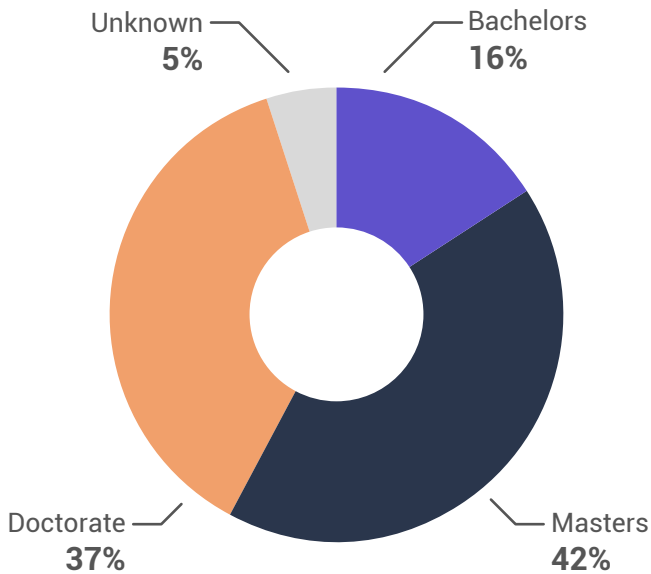
START-UPS

There were a total of 102 leaders from start-ups included in the study. The gender diversity is lowest of all market sizes evaluated in the sample. There is also a larger variation of education. Masters (42%), Doctorate (37%), Bachelors (16%), Unknown (5%). 88 of the leaders have a founding role, and 38 of those are also CEOs.

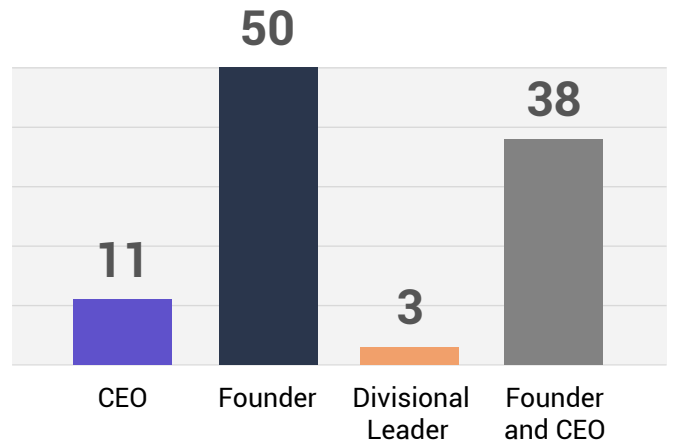
Gender Diversity



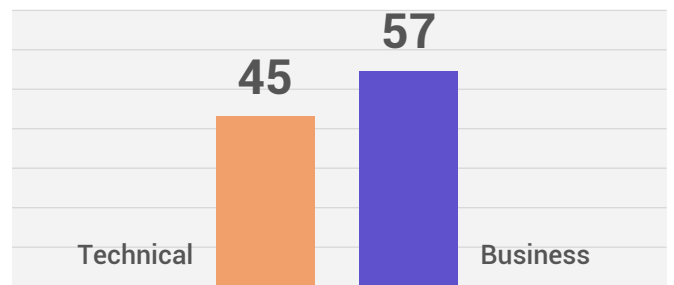
Education



Leader Types



Generalized Career Progression



Leaders in start-ups are almost evenly split between business and technical backgrounds. The best case to see this is with "Founder and CEO". There are 19 Business and 19 Technical backgrounds. Start-ups have a larger variation of leader type and as a result there are more diverse backgrounds.

The three most common locations where these leaders are located are California, New York and Massachusetts, which is the same as the overall sample. Given that start-ups are the largest sample size, this is heavily influencing the overall sample results.

Top Industries

- Automated Machine Learning
- Consumer Products
- Mobility

The top industries of the start-ups profiled are: Automated Machine Learning, Consumer Products, and Mobility.

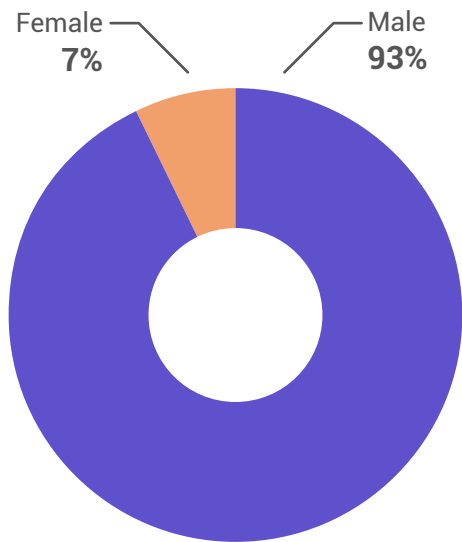
The industries in start-ups have narrower possible uses and products than the midmarket and large companies.

MIDMARKET COMPANIES

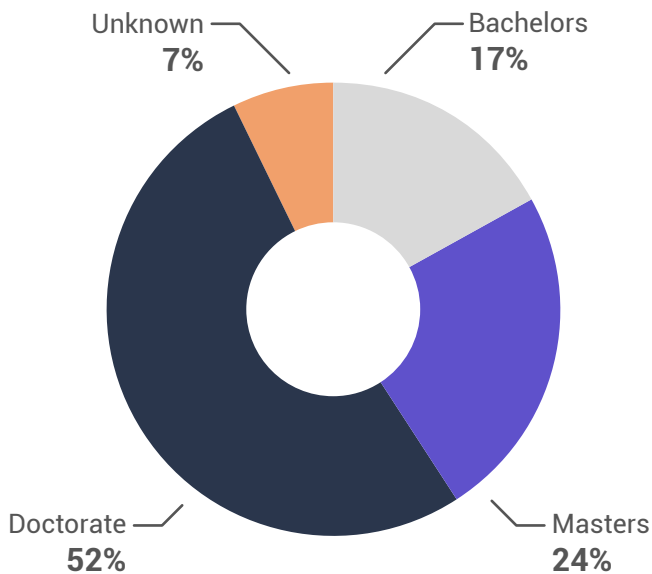
Gender diversity remains below the average of the total sample. Most of the leaders have a Doctorate degree (52%), followed by a Masters degree (24%) and the other degrees are represented significantly less. 42 leaders in this area were profiled. The two most common leader types are Founder and Founder & CEO.

32 out of 42 leaders have a founding role in the company.

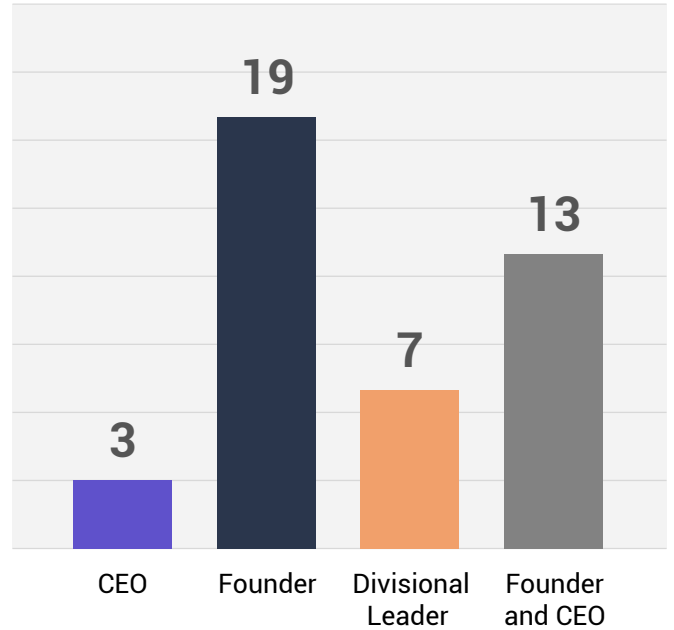
Gender Diversity



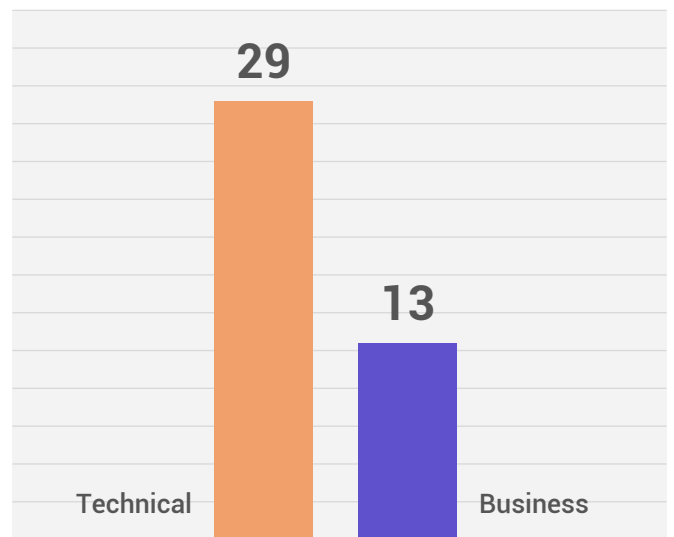
Education



Leader Types



Generalized Career Progression



There is a larger presence of Technical backgrounds in the midmarket segment: 69% of the leaders have a technical background vs. 31% with a business background.

California and Massachusetts are the main locations for most leaders in this market size.

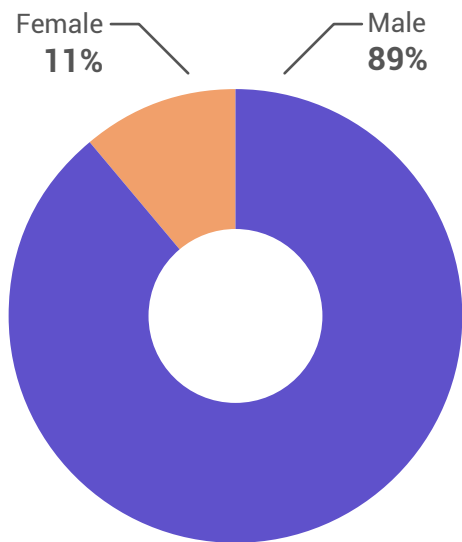
Top Industries
Research
Cyber Security
Autonomous

The industries in this market size have broader possible uses than the other market sizes that we have profiled.

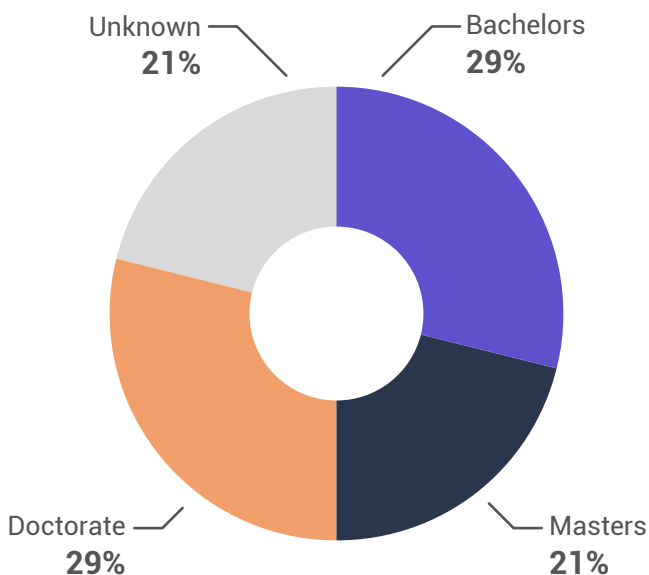
UNICORN COMPANIES

28 Total Unicorn companies were identified and evaluated. In these companies, the gender diversity is still low, but higher than the diversity percentage for the total sample. The education breakdown also varies from the previous industry segments. In Unicorn companies there is an equal distribution of Doctorate and Bachelors degrees (29%), followed closely by Masters (21%). The remaining leaders did not disclose their education credentials (21%). There is a greater variety of educational backgrounds which could be tied to the increased variation in leader types. Although Founders and CEOs remain the highest, there is more variation in the other types. 64% of the leaders in this segment have a founding role in their companies.

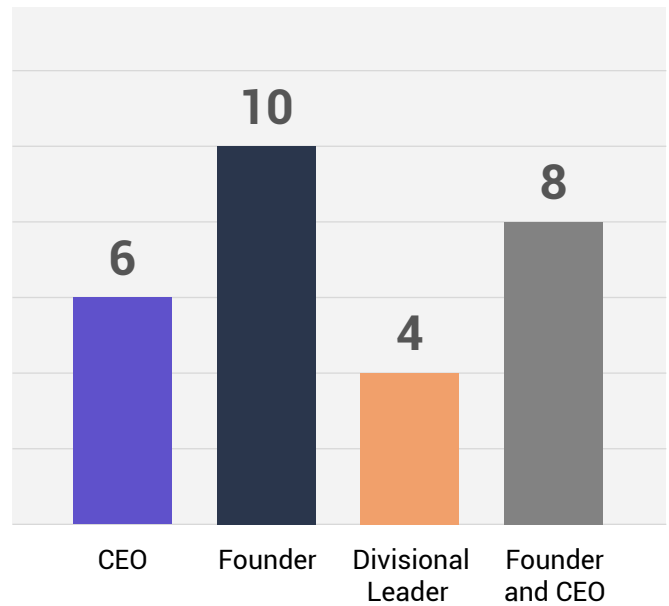
Gender Diversity



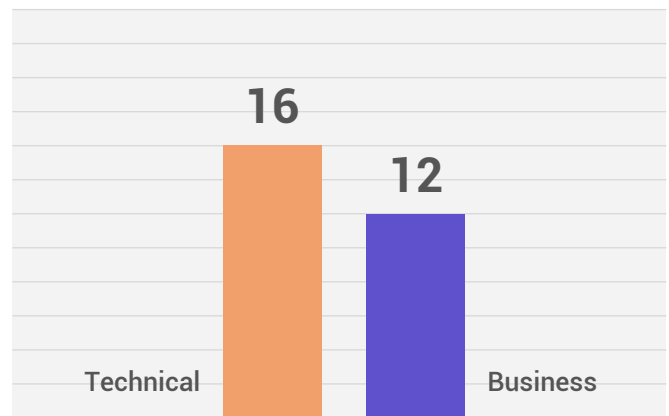
Education



Leader Types



Generalized Career Progression



There is a greater number of unicorn companies having leaders with a "Business" background. Given the known scale of the company, they can have varying structures, which is represented by the near 50/50 split in career backgrounds.

The three most common locations for leaders in this sample are California, the UK and China.

Top Applications
Mobility
Self Driving
Pharma

Applications in this industry segment are a hybrid of the start-up and midmarket industries. There are narrow aspects to the applications, but they also have a broader array of possible products and services.

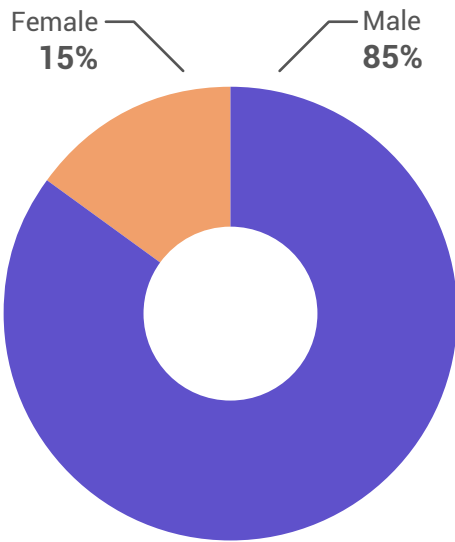
LARGE COMPANIES

Gender diversity remains low, but is the highest of all market segments—although this sample represents only 13 companies.

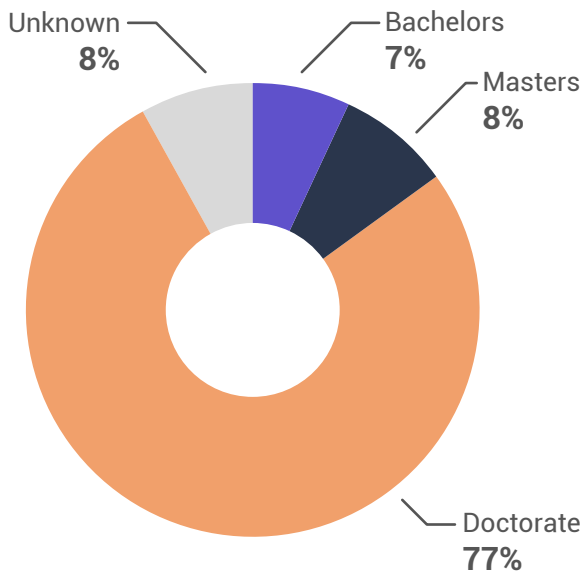
Most leaders in Large companies have a Doctorate degree (77%), with all other degree levels collectively representing only 23%.

Of the 13 leaders profiled, all but one is a Divisional leader. Of those, 11 of these profiles had a Technical background.

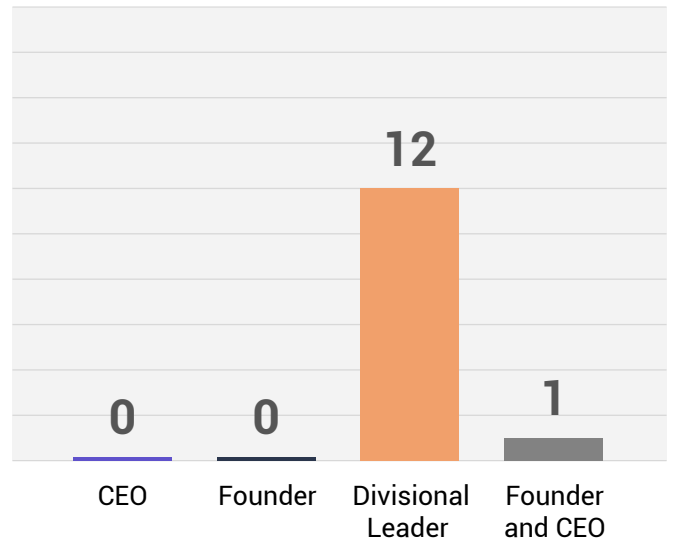
Gender Diversity



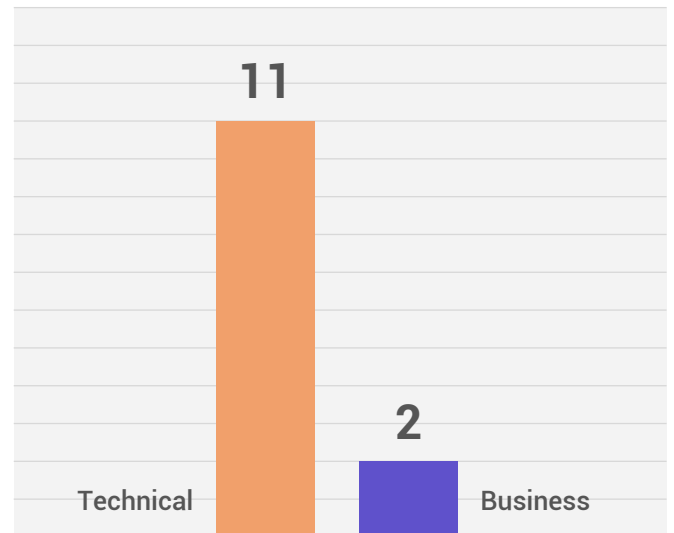
Education



Leader Types



Generalized Career Progression



Top Industries

- Fintech
- SaaS, Automated AI layer
- Financial Services and Supply Chain

Industries in this category are broader than any other segment. Inversely the applications in the other 3 categories have been narrower and have less possible applications. In this case, there are hundreds of applications that could branch out of the company's main application.

The two most common locations for this segment of leaders are California and New York.

Observations and Conclusions

Leader Type and Background

- The type of leader that is the most common heavily depends on market size. Different size means different requirements to run and operate the business.
- Most of the leaders have a technical background, with the exception of Unicorns and Start-Ups where you see more variation in their backgrounds.
- Leaders have a Technical background about 1.5 times more than a Business background.
- Most AI leaders are founders of the company, except for large companies whose leaders are mostly divisional leaders with technical backgrounds.
- “Business” experience appears to be more needed in start-ups compared to Unicorns considering 138 of these leaders also have a founding role in the company.

Uses/Applications

- Applications vary based on market size—the smaller the company the narrower the application.
- The only shared industry or use throughout the study is with Autonomous/Self in the Midmarket and Unicorn companies.

Education

- Doctorates are the most common degrees for all AI leaders; however the percentage is less prominent in Unicorns and Start-Ups.
- Higher education becomes less important to leadership of smaller companies. Masters degrees are the most common in start-ups as opposed to a doctorate degree, which is the most prevalent in midmarket and large companies.
- There is an even split between Bachelors and Doctorate degrees in Unicorn companies.

Demographics

- Overall there is a lack of gender diversity in AI leadership, which continues to highlight the gender disparity existing in AI companies.
- California is a primary location for AI leaders across the board, which makes sense given the focus on technology in Northern California.





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About Us

Transforming the world of retained executive search, Kingsley Gate Partners leverages the scientific interviewing approach of its Synchronous Fit framework, deep industry insights of a world-class cadre of consultants and state-of-the-art technology to deliver enhanced accountability, accuracy, velocity and transparency ensuring a lasting strategic fit between our placements and clients. Headquartered in Dallas, the partnership employs search consultants worldwide with expertise in private equity, life sciences, financial services, technology, manufacturing and professional services. The firm works with best-of-breed organizations across the globe, having completed searches in 29 countries.

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