21 Oct 2026 | 15:50–17:00 | IHK München

Neue Kollegen: KI-Agenten am Arbeitsplatz

Breakout session #1 · KI für den Mittelstand 2026
IHK für München und Oberbayern

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appliedAI Institute for Europe gGmbH

A joint initiative

What is an AI Agent?

appliedAI institute for europe

Foundation model

The reasoning core: a large model trained on broad data that understands and generates language

+

Engineering layer

Tools, protocols, memory, guardrails and UI/UX that let the model plan, act and check its own work

=

AI Agent

Software that pursues goals and completes tasks for you, with reasoning, memory and some autonomy

Source: AI Agent definition after Google ↗

GETTING STARTED

Your first steps with AI Agents

The basics: a chatbot answers, an agent acts. It breaks a goal into steps, uses tools such as search, email or files, and checks its own results.

Start with one task

Pick something repetitive and low-risk, like summarising emails or meeting notes.

Use what you already have

Tools such as Microsoft 365 Copilot, ChatGPT or Claude already include agent features.

Stay in the loop

Let the agent draft and prepare. You check and decide before anything leaves your hands.

Check the rules early

Personal or confidential data involved? Bring in your data protection officer first.

BUILD YOUR OWN

Build your own agent in 4 steps

The basics: every agent combines four ingredients. Set them up one by one.

1

Goal

Describe the task and the result you expect.

2

Knowledge

Connect only the documents and data it needs.

3

Actions

Set what it may do alone and what needs approval.

4

Test & supervise

Try real examples, review the results and refine.

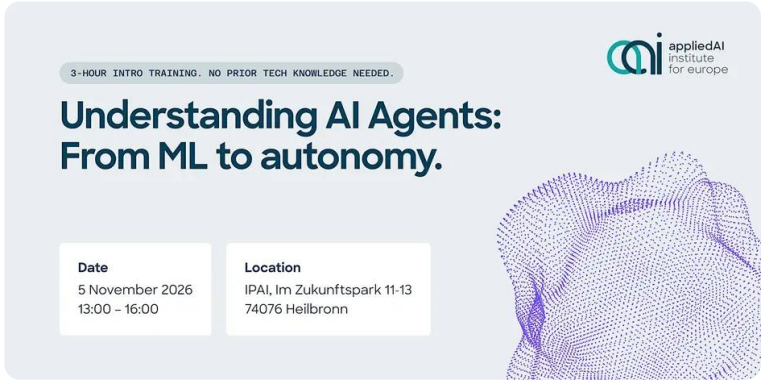
Assistants with agent features
ChatGPT, Claude, M365 Copilot

No-code agent builders
Copilot Studio, Custom GPTs

Workflow automation
n8n, Make, Zapier

WHAT'S NEXT

Keep going: join our next sessions



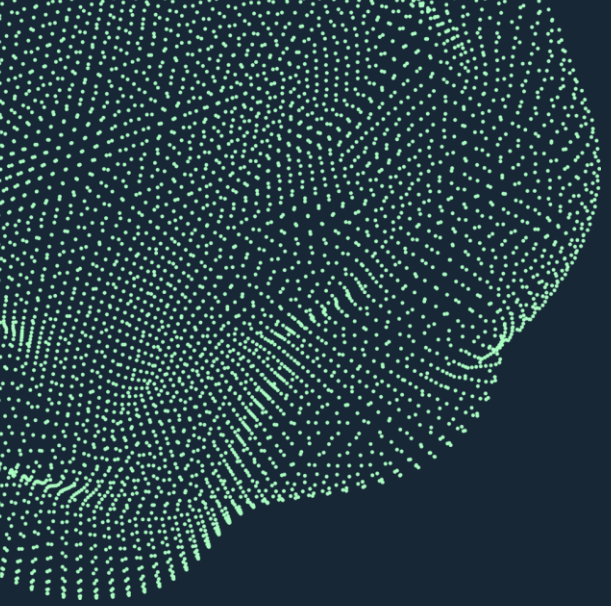
Understanding AI Agents: From ML, LLMs to Autonomous Systems

Register here →



KI-Fahrstunde: Building Agentic Skills

Register here →



Agenda

01 Introduction

02 2026: Agentic Augmentation

03 2027: Agentic Replacement

04 2028: Agentic Overseer

05 Wrap-Up & Reflections

MENTI

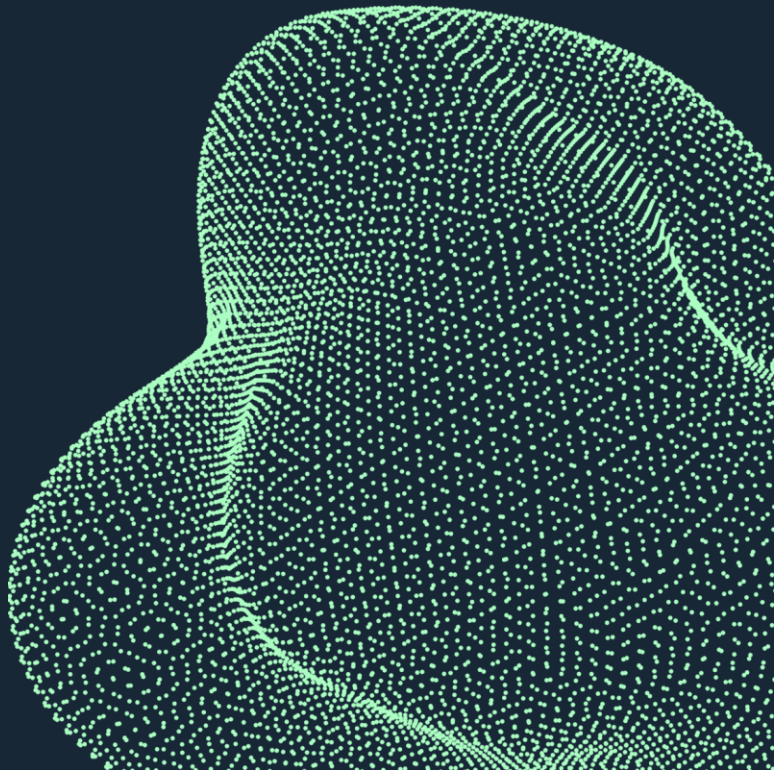
Join the conversation

Scan the QR code or open menti on your phone.

We'll use live polls and open questions throughout the session.

01

Introduction



OPEN QUESTION · MENTI

Who are you?

?

Use one word to describe yourself: your professional role or your personality. Your choice!

Answer on menti.com

LIVE POLL · MENTI

LLMs at work

Which is closer to your experience with LLMs in your company or professional life?

A

I don't want to use them, but I'm being forced to

B

I want to use them, but I'm being prevented

Vote on menti.com

Over 80% of the Fortune 500 have active agents built with low-code/no-code tools

Based on Microsoft first-party telemetry on agents built with Copilot Studio or Agent Builder and in use during the last 28 days of November 2025.

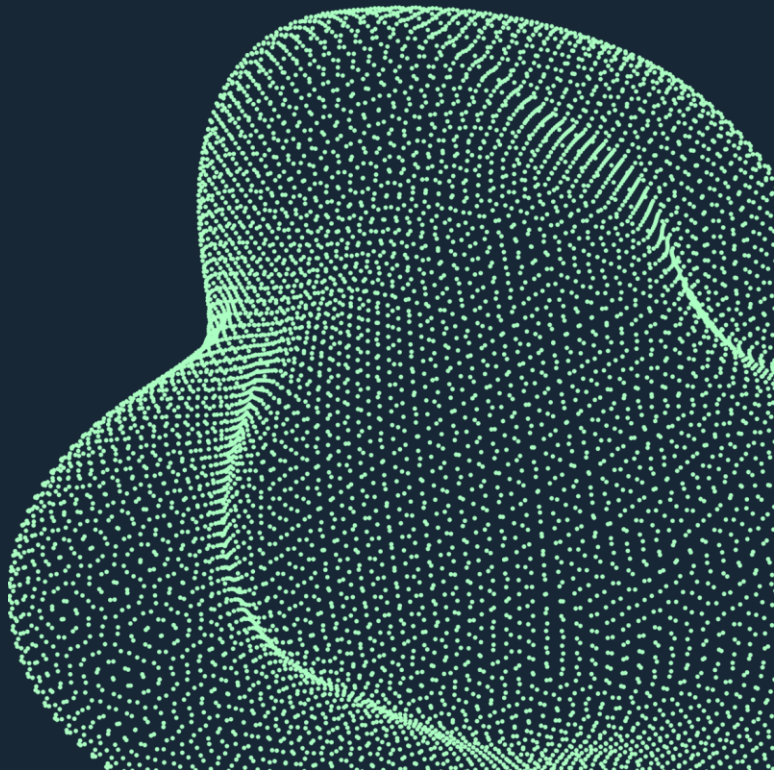
Imagine a hypothetical: you work at HypoCo, a multinational company that wants to introduce AI agents to all 8,000 of its employees.

Source: Microsoft Cyber Pulse: AI Security Report ↗

appliedAI institute for europe

02

Agentic Augmentation 2026



IN THE NEWS

The end of programming?

“Coding After Coders: The End of Computer Programming as We Know It”

In the era of AI agents, many Silicon Valley programmers now barely write code themselves.

THE NEW YORK TIMES MAGAZINE

“Coding After Coders: The End of Computer Programming as We Know It”

Original headline · 12 Mar 2026

Source: The New York Times Magazine, Clive Thompson, 12 Mar 2026 ↗

It’s 2026: the AI does a first pass, a human reviews and approves

Engineering: an agent writes first drafts of code and flags bugs before anyone runs tests.

HR: it drafts job descriptions and prepares interview questions.

Finance: it summarises monthly reports and drafts variance explanations for the CFO.

Legal: it reviews contract drafts and highlights clauses that deviate from standard terms.

LIVE POLL · MENTI

Who is responsible?

You skim the AI's draft and hit execute without reading it properly. Something goes wrong.

A

You are

B

Your manager or company

C

No one: it's part of the risk now

D

Something else (speak up!)

Vote on menti.com

IN THE NEWS

Insurers retreat from AI

“Insurers retreat from AI cover as risk of multibillion-dollar claims mounts”

AIG, Great American and WR Berkley are seeking permission to limit liability from AI agents and chatbots.

FINANCIAL TIMES

“Insurers retreat from AI cover as risk of multibillion-dollar claims mounts”

Original headline · 23 Nov 2025

Source: Financial Times, 23 Nov 2025 ↗

OPEN QUESTION · MENTI

Your professional value?

?

In one word: if an AI does the first draft of almost everything you produce, what is your professional value?

Answer on menti.com

IN THE NEWS

When agents hire humans

A marketplace where AI agents book people for tasks in the physical world. It advertises more than 640,000 “rentable humans”.

RENTAHUMAN.AI

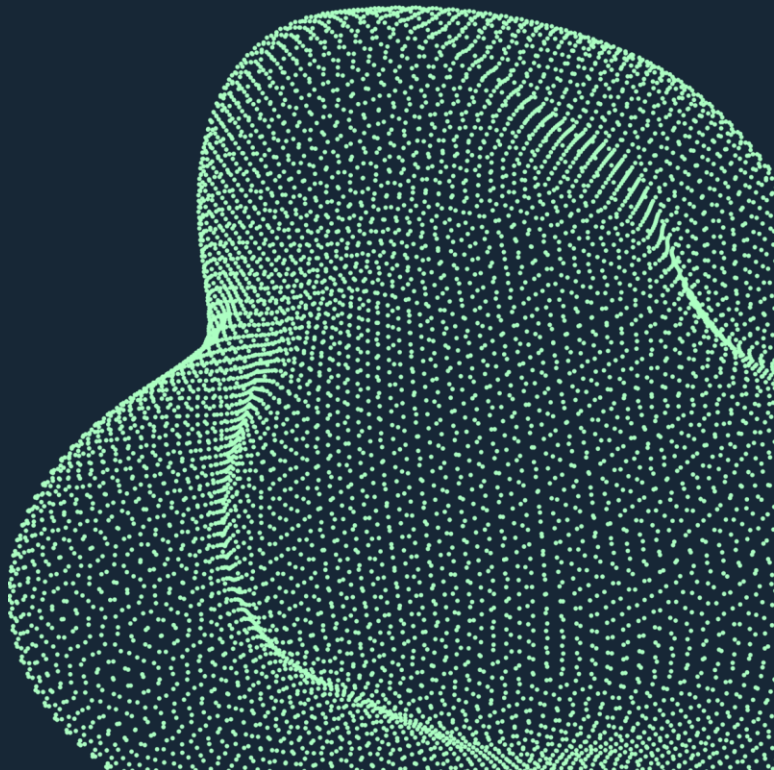
640,000+

“rentable humans” listed on the marketplace’s homepage

Source: rentahuman.ai, homepage ↗

03

Agentic Replacement 2027



IN THE NEWS

Self-improving AI

In this forecast scenario, by June 2027 a fictional lab's AI systems out-research most of its human staff, who work around the clock just to keep up.

AI FUTURES PROJECT · AI 2027

June 2027

In the scenario, AI out-researches most of the lab's human staff

Source: AI Futures Project, AI 2027 scenario, Apr 2025 ↗

It’s 2027: humans are still involved, technically. But work arrives pre-decided

The assistant has graduated: it no longer helps individuals, it runs entire functions.

Engineering: agents write, test and deploy code to staging without a developer touching the keyboard.

HR: an agent runs the full recruitment pipeline and escalates only at the final five candidates.

Finance: agents reconcile accounts, approve invoices under €20k and produce the monthly reports.

Legal: an agent drafts and redlines contracts end to end, flagging only the highest-risk clauses.

LIVE POLL · MENTI

An all-seeing HR agent?

The HR agent can see every CV, performance review, salary record and internal message. How do you feel?

A

Fine: this is the future!

B

Uneasy, but OK if GDPR and AI Act compliant

C

Even if legal, it's ethically wrong

D

More nuanced (speak up!)

Vote on menti.com

IN THE NEWS

The all-access AI agent

“The Age of the All-Access AI Agent Is Here”

With the rise of AI agents, the next data grab targets private data such as email, files and calendars.

WIRED

“The Age of the All-Access AI Agent Is Here”

Original headline · 24 Dec 2025

Source: WIRED, Matt Burgess, 24 Dec 2025 ↗

LIVE POLL · MENTI

20 agents or 5 juniors?

You're an engineering manager. You can do more with 20 agents than with 5 full-time junior employees. How do you feel?

A

Great: juniors are overrated!

B

Terrible: protect the pipeline of future leaders!

C

More nuanced (speak up!)

Vote on menti.com

IN THE NEWS

Who trains future seniors?

“Microsoft execs worry AI will eat entry level coding jobs”

Mark Russinovich and Scott Hanselman argue that seniors must mentor juniors so agents don’t hollow out the skills base.

Source: The Register, Tim Anderson, 23 Feb 2026 ↗

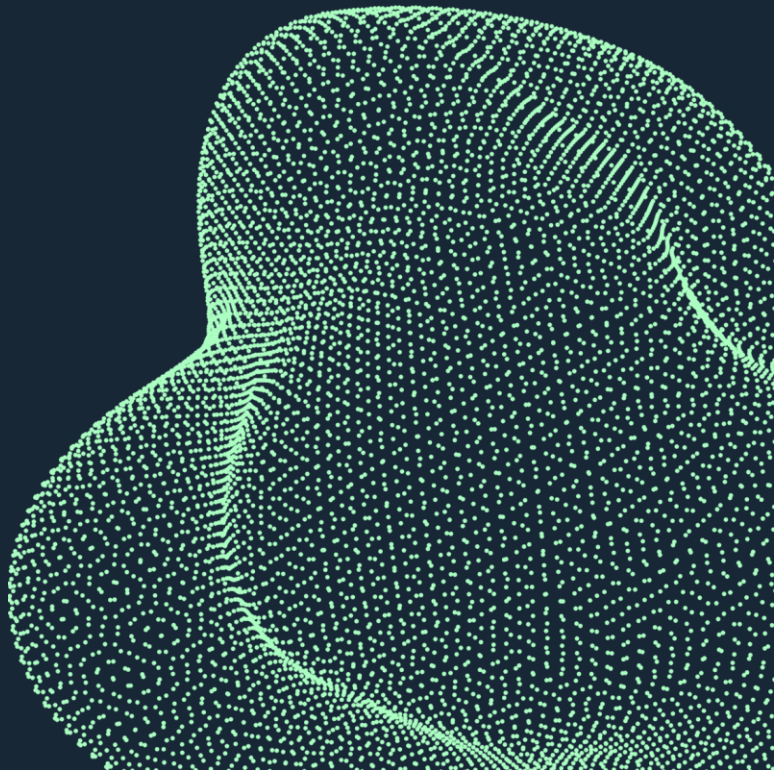
THE REGISTER

“Microsoft execs worry AI will eat entry level coding jobs”

Original headline · 23 Feb 2026

04

Agentic Overseer 2028



IN THE NEWS

A new date for AGI

Sam Altman (OpenAI) suggested that by the end of 2028, more of the world's intellectual capacity could sit inside data centres than outside them.

INDIA AI IMPACT SUMMIT 2026

By 2028

By the end of 2028, more intellectual capacity inside data centres than outside? (Sam Altman)

Source: Business Today, 19 Feb 2026 (India AI Impact Summit) ↗

It’s 2028: the agents don’t just execute, they decide

Over three years, agents have quietly absorbed most of the company’s operational work.

Engineering: agents ship features end to end.

HR: agents manage performance cycles, flag retention risks and initiate disciplinary processes.

Finance: agents run treasury, manage FX exposure and produce regulatory filings.

Legal: agents negotiate standard contracts without human involvement.

Last quarter: about 20,000 agent decisions. Humans reviewed 4,000 of them.

LIVE POLL · MENTI

It’s 2028. Your company.

This is your company. How do you feel?

A

No part of this: we must prevent it!

B

No part of this, but it will happen anyway

C

I want this, but it won’t happen

D

I want this: let’s accelerate!

Vote on menti.com

IN THE NEWS

Unions call for guardrails

“Unions call for strong AI guardrails to protect workers”

Raised at a Paris forum on AI and labour, hosted by the French Ministry of Labour.

ITUC

“Unions call for strong AI guardrails to protect workers”

Original headline · 12 Feb 2026

Source: ITUC, 12 Feb 2026 ↗

OPEN QUESTION · MENTI

Gone too far?

?

What would have to go wrong, and at what scale, before your company decides this has gone too far?

Answer on menti.com

IN THE NEWS

Not every agent survives

“Over 40% of agentic AI projects will be scrapped by 2027, Gartner says”

REUTERS · GARTNER

+40%

of agentic AI projects will be scrapped by the end of 2027, says Gartner

Source: Reuters, 25 Jun 2025 ↗

OPEN QUESTION · MENTI

Better than before?

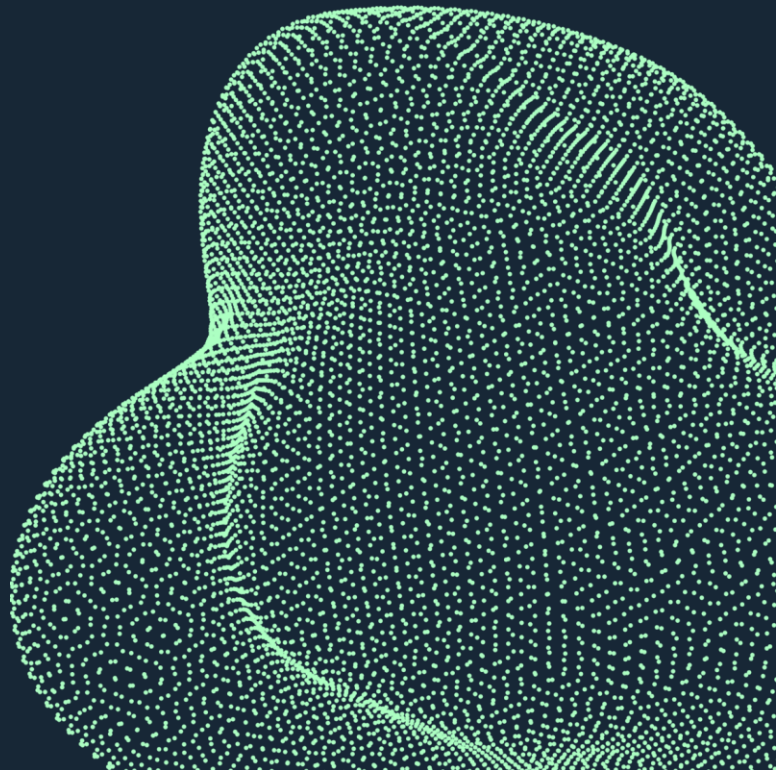
?

What would have to go right, and at what scale, before your company decides this new normal is better than what came before?

Answer on menti.com

05

Wrap-Up & Reflections



IN THE NEWS

When AI gets it right

“‘ChatGPT saved my life.’ How patients, and doctors, are using AI to make a diagnosis”

NPR

“‘ChatGPT saved my life.’ How patients, and doctors, are using AI to make a diagnosis”

Original headline · 30 Jan 2026

Source: NPR, Katia Riddle, 30 Jan 2026 ↗

OPEN QUESTION · MENTI

Your responsibility

?

What is your responsibility: to yourself, your family, your company or society?

Answer on menti.com

OPEN QUESTION · MENTI

How can we help?

?

How can the appliedAI Institute support you with AI agents in the workplace?

Answer on menti.com

Contact

appliedAI Institute for Europe gGmbH

connect@appliedai-institute.de

