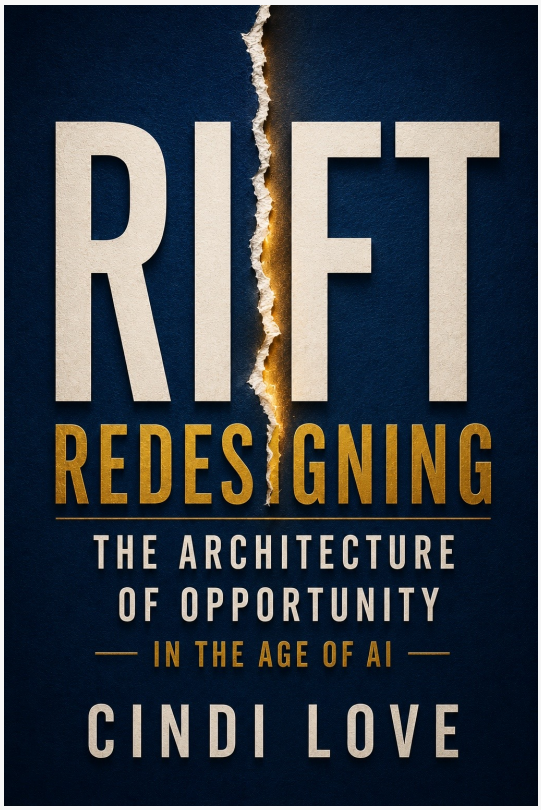
RIFT PRESENTS A SYSTEM TO REDESIGN ARCHITECTURE OF OPPORTUNITY AS AI TRANSFORMS WORK

NEW YORK, NY, UNITED STATES, September 8, 2026 /EINPresswire.com/ -- Cindi Love, Principal Consultant for O4U Ignite, a Divison of Out for Undergrad (O4U) offers a powerful response to the organizational and human development dilemmas at the intersection of AI, a multi-layered intergenerational workforce and growing ambiguity about which values remain and which are discarded. In RIFT: Redesigning the Architecture of Opportunity in the Age of AI, Love describes how technology is changing work faster than many workplaces are redesigning the ways people learn, develop judgment, earn trust, and become ready for meaningful responsibility.



Book jacket

Rather than opposing artificial intelligence, Love asks leaders to consider what may disappear when machines assume tasks that once gave people opportunities to observe experienced colleagues,
practice under guidance, recover from mistakes, build relationships, and demonstrate potential.

Love calls the widening gap between technological advancement and human development the RIFT. In this new book, scheduled for release from all major outlets September 18, 2027, Love introduces the concept of the Opportunity Architect, a leader who intentionally creates conditions in which others can develop, contribute, and eventually create opportunities for people around them.

Drawing on research spanning human development, organizational behavior, economic mobility, sponsorship, social connection, and the changing nature of work, the book examines how opportunity moves through formal and informal organizational structures.

Practical frameworks including Human Ecosystem Intelligence, Opportunity Everboarding, and Opportunity Capacity help managers consider how knowledge, developmental assignments,

visibility, trust, sponsorship, recognition and consequential responsibility are distributed.

Written for managers and leaders shaping everyday working life, RIFT: Redesigning the Architecture of Opportunity in the Age of AI is particularly relevant to those redesigning roles and deciding who receives
developmental work, access, trust, visibility, and responsibility. Exercises at the end of each chapter encourage readers to examine another person's potential and reconsider how their own decisions influence opportunity.



Photo of Cindi Love

Logo

Love argues that greater efficiency does not have to come at the expense of human growth. Instead, organizations can deliberately preserve the experiences through which people develop judgment, relationships, confidence, and readiness to lead.

Love says: "I subtitled this book Redesigning the Architecture of Opportunity based on inspiration from the French architect and archaeologist Julien-David Le Roy who observed that 'architecture is a reflection of the evolution of society. One should not merely cut elements out of history to paste them into the present.One cannot. Architecture should always be practical and relevant.'

We have entered an extraordinary moment in human history. Artificial intelligence has begun to outrun the architecture of opportunity that has long underpinned capitalism and democracy, however unevenly those systems have delivered human dignity and shared benefit. That unequal advance is the RIFT I describe in this book. As Le Roy warned, we cannot cut and paste an old path into the future. We must redesign the architecture through which human potential becomes visible, develops, and contributes in the age of AI.

The future of every organization depends, in part, on capacities its people have not yet had the opportunity to reveal. As machine capability becomes more abundant, the architecture of opportunity becomes more-not less—important. When organizations fail to develop human potential intentionally, the loss is larger than an unfilled role or an employee who leaves. A RIFT opens when AI changes work faster than organizations redesign the ways people learn from one

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>
> *Dr. Cindi Love*

another, directly and by observation. The danger is not only that some jobs may dis-appear. It is that the developmental experiences connecting one generation's potential to the next generation's contribution may disappear with them."

Love brings extensive leadership experience to RIFT: Redesigning the Architecture of Opportunity in the Age of AI, including building eight companies, selling the last one to The Toro Company (TTC), serving as a Toro Director and decades of work across technology, education, advocacy, business, and leadership development. Her most recent work with Out for Undergrad(O4U) and its graduate base of 12,500+ high achieving but historically underrepresented students is featured in the book

Love further states: "For almost a decade as O4U's Executive Director and now as Principal at O4U Ignite, I have seen both the need for intentional human development and its extraordinary results. Historically underrepresented in corporate hiring, students arrived at our conferences with remarkable abilities. Yet many had never met a professional whose life allowed them to see their own identity and ambitions reflected in leadership. Then a volunteer welcomed them and noticed them. A mentor listened and stayed in contact. A recruiter offered an in-ternship. A manager entrusted them with work that mattered. A senior leader said their name in a room they could not yet enter alone. None of these people gave the student potential. The potential was already there.

They provided the recognition, relationship, access, and responsibility through which that potential became visible and developed. Years later, many of those students returned as alumni, mentors, recruiters, man-agers, and senior leaders. They created opportunities for those coming behind them.

What began as an opportunity for one person became that person's capacity to create opportunity for others. This is why the intentional development of human potential matters. Its value does not end with the person who receives the opportunity. It travels through people, becoming support and catalyst for the next person and the next generation."

This book is about that intentional transfer: bridging the RIFT and creating the architecture of opportunity in the age of AI.

Love has worked with people in every path of life in more than 85 countries—from undergraduates to corporate CEOs and boards to the U.S. Secretary of State. She was a guest of the Obama White House twice in recognition for her work. Love's message is hopeful rather than catastrophic: artificial intelligence can expand possibility, but human beings must ensure

opportunity expands with it.

The book is available for pre order at:
www.cindilove.com.

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