Human Friendly Automation Alliance e.V.

Always shaping the future of the AI era for the benefit of people.

Facts & Figures 2025.

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Human Friendly Automation Alliance e.V.

– Intro & Purpose

– HFA Alliance: Vision & fields of activities, History, Board of Executives

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Intro & Purpose

Ladies and Gentlemen,

Artificial intelligence (AI) is changing the world as one of the epoch-making inventions in human history.

The fact is: Intelligent bots, agents and robots will take over the work of many people on this planet in the coming decades.Almost all economically active organizations will leverage the potential of AI in order to keep up with the market, achieve leaps in quality or counter the consequences of a shortage of skilled workers.

People will only have a chance of finding wealth-preserving and meaningful jobs if they understand the consequences of AI as early as possible, find new jobs and are qualified for them. AI will therefore profoundly change work and collaboration.AI must therefore not be understood and shaped as an IT system, but above all as an organizational structural change.
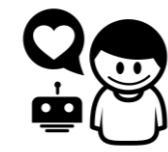
The Human Friendly Automation Alliance first came together for this purpose in 2020: People who understood the magnitude of the change brought about by AI for employees and managers very early on and have since been working on measures both in practice and in science to achieve a balance between efficiency and the need to preserve dignified and value-creating work for people. AI should improve people's lives, never make them worse.

The aim of the Human Friendly Automation Alliance e.V. is to create this awareness among decision-makers internationally and to sustainably build up knowledge for the implementation of human-friendly automation through knowledge transfer.

Kind regards,

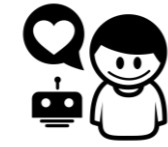Dr. Lars Schatilow   Barbara Langes
Chairman of the Executive Board   Vice Chairman of the Executive Board

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Human Friendly Automation Alliance e.V.
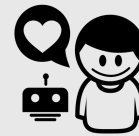
Our Vision & Fields of Activity

Human Friendly Automation Alliance e.V.

Transfer of Knowledge

Developing and deepening knowledge among decision-makers and interested parties in politics, business, the public sector and science about AI and digital automation projects in order to organize human work well, i.e. in a dignified and value-creating way, in a sustainable manner.

Raising Awareness

Implementation of effective publicity measures (events, publications, media work, newsletters) to raise awareness of HFA among decision-makers in business, science, the public sector and politics across all sectors.

HUMAN FRIENDLY
AUTOMATION

Ensuring dignified and value-creating work for people in line with economic goals under the influence of artificial intelligence (AI) and digital automation.

Values & Tools

Platform for science and practice to develop values, principles, success criteria as well as methods and approaches for application in operational practice as public goods in order to make human-friendly automation the standard for small and large players.

Sounding & Audits

External assessment and provision of expert knowledge for AI & automation projects at practice partners to ensure dignified and value-creating work in line with economic goals.

Facts & Figures: Überblick von der Gründung bis heute

- The HFA Alliance was initiated in June 2020 as a loose network by Dr. Lars Schatilow, who is also the namesake of "Human Friendly Automation".

- Since its foundation, the network has organized publicly accessible meetups (approx. every 3 months) and, since September 2021, the annual Human Friendly Automation (HFA) Day.

- Organizers of the HFA Days and thus official supporters of the HFA Alliance so far are the organizations IBM Deutschland GmbH, Deutsche Rentenversicherung Bund, Bundesagentur für Arbeit and RWE AG.

- The HFA Alliance network includes around 240 people from all sectors who regularly take part in events.

- Since its foundation, the HFA Alliance has been supported by the Institute for Social Science Research (ISF) Munich and within the framework of the BMAS-funded humAInWorkLab project.

- Founding members of the HFA Alliance published the publication (anthology) "Human Friendly Automation" in October 2023 as part of the above-mentioned BMAS research project. The HFA Alliance has developed a globally valid charter of values and principles that many organizations use.

- The HFA Alliance annually recognizes organizations that are committed to maintaining dignified and value-creating work in the AI era.

- In 2023, the state of Rhineland-Palatinate officially committed to using HFA in the implementation of the state's Digitalstrategie des Landes .

- HFA Meetup-Community counts 515 members (July 2025).

- HFA-LinkedIn-Community counts 630 members (July 2025).

- On March 17, 2025 HFA Alliance was formaly registered as association (e.V.) in Moenchengladbach, Germany.

- The HFA Alliance and its partners are currently developing success criteria for AI projects as new KPIs, which will be made publicly available to all interested parties.

- Further information is available on the HFA Alliance website: www.HumanFriendlyAutomation.com.

Facts & Figures: Board of Executives of HFA Alliance e.V.

Dr. Lars Schatilow
Chariman

Barbara Langes
Vice Chariman

Martin Födisch
Board member

Dr. Hans-Joachim Gergs
Board member

Prof. Dr. Verena Nitsch
Board member

Prof. Dr. Tobias Kaempf
Board member

Thi Lan Pham
Board member

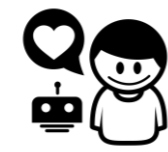**Dr. Dirk Eichler**
Board member
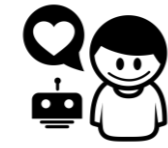(designated)

Peter Bönisch
Board member

Sarah Tittes
Board member

+ Enhanced Board (member of the HFA core team): Patricia Sliwinski, Tilman Nols, Daniel Ludewig, Marta Szpindor.
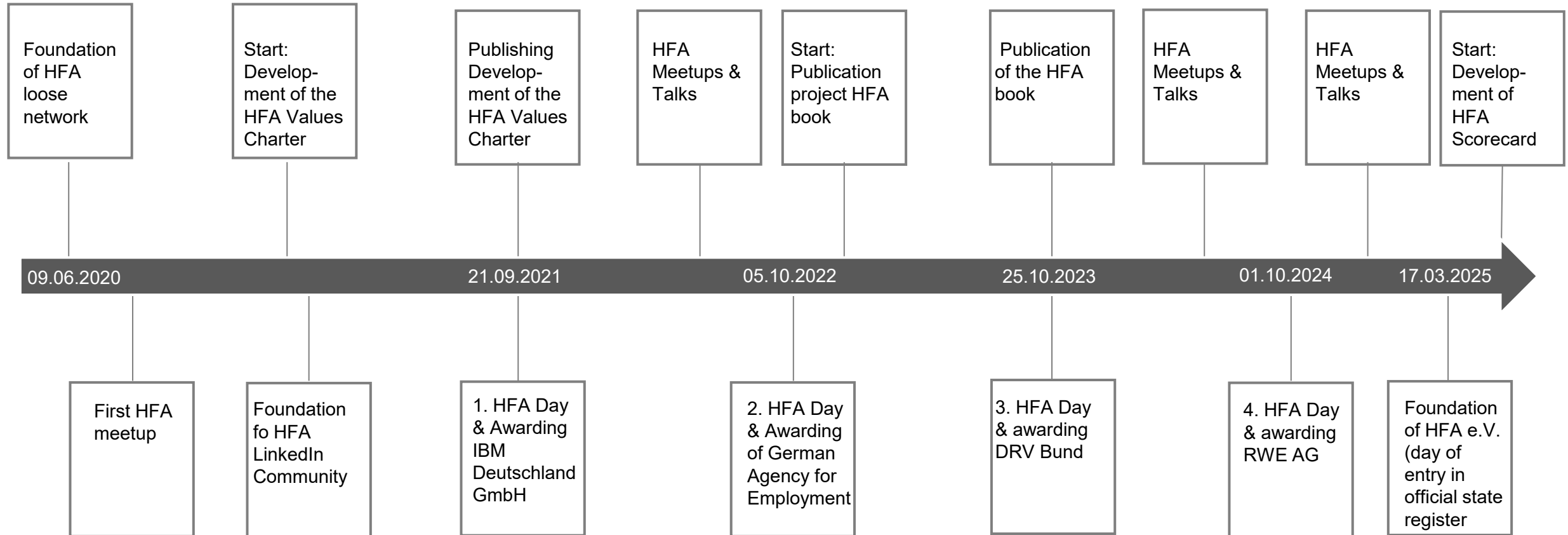
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Human Friendly Automation Alliance e.V.

Overview: Activities to date

Human Friendly Automation Alliance e.V.

Timeline (left to right): 09.06.2020 — 21.09.2021 — 05.10.2022 — 25.10.2023 — 01.10.2024 — 17.03.2025

Above the timeline:
- Foundation of HFA loose network
- Start: Development of the HFA Values Charter
- Publishing Development of the HFA Values Charter
- HFA Meetups & Talks
- Start: Publication project HFA book
- Publication of the HFA book
- HFA Meetups & Talks
- HFA Meetups & Talks
- Start: Development of HFA Scorecard

Below the timeline:
- First HFA meetup
- Foundation fo HFA LinkedIn Community
- 1. HFA Day & Awarding IBM Deutschland GmbH
- 2. HFA Day & Awarding of German Agency for Employment
- 3. HFA Day & awarding DRV Bund
- 4. HFA Day & awarding RWE AG
- Foundation of HFA e.V. (day of entry in official state register)

Results (Selection)

Human Friendly Automation Alliance e.V.

HFA Homepage

HFA Events / Days

Awards

HUMAN FRIENDLY AUTOMATION

Ausgezeichneter Ort zum Erhalt würdevoller und wertstiftender menschlicher Arbeit im Zeitalter von KI und Automatisierung.

Research & Publications

Human Friendly Automation
Arbeit und Künstliche Intelligenz neu denken

Tobias Kämpf
Barbara Langes
Lars Schatilow
Hans-Joachim Gergs (Hg.)

Frankfurter Allgemeine Buch

Value Charter

Die HFA Werte-Charta: Nukleus der HFA Alliance

Menschlichkeit & Autonomie

1. Namen, Gesichter und Geschichten sind wichtiger als Prozesse, Kennzahlen und Geschäftspläne.

2. Sinnstiftende und selbst-bestimmte Arbeit ist wichtiger als Prozessoptimierung.

3. Die Zusammenarbeit zwischen Menschen ist wichtiger, als Mensch-Maschinen-Interaktion.

Offenheit & Transparenz

4. Relevante Inhalte klar und emphatisch zu kommunizieren ist wichtiger als diplomatische Informations-bereitstellung.

5. Ziele mit Betroffenen im Dialog entwickeln ist wichtiger als vollendete Tatsachen.

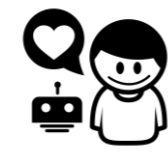6. Ehrlichkeit über eine offene Zukunft ist wichtiger als utopische Versprechungen.

Entfaltung & Befähigung

7. Fähigkeiten von Menschen erweitern ist wichtiger als Kostensenkungen.

8. Mitarbeitende mitmachen und gestalten lassen ist wichtiger als detaillierte Anleitungen.

9. Widerstände von Mitarbeitenden aktiv aufgreifen ist wichtiger als das Befolgen von Zeitplänen.

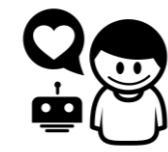**Ganzheitlichkeit & Langfristorientierung**

10. Nachhaltige Innovationen für die Zukunft sind wichtiger, als kurzfristige ökonomische Ziele.

11. Die lernende Organisation ist wichtiger als die automatisierende Organisation.

12. Gesellschaftliche Verantwortung ist wichtiger als ein einseitiger Fokus auf Beschleunigung und technische Machbarkeit.
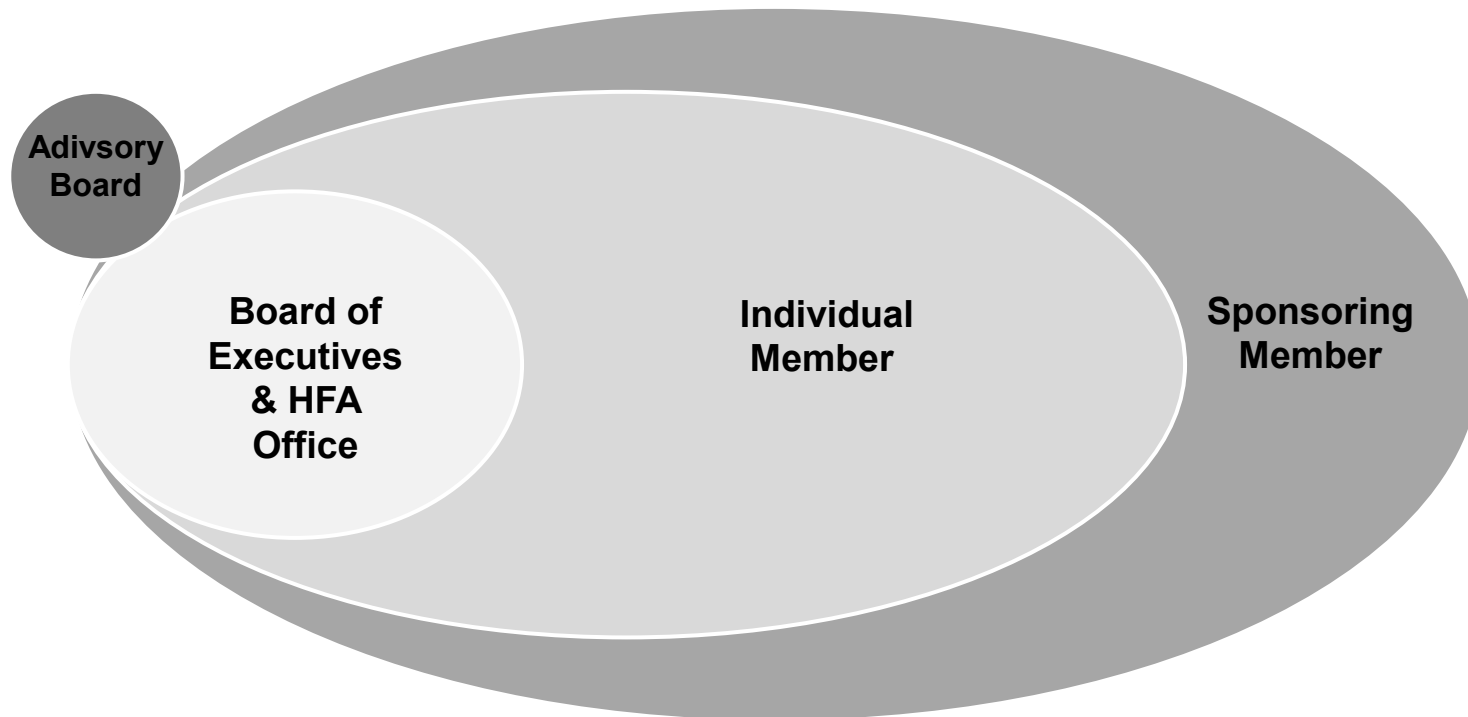
www.HumanFriendlyAutomation.com

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**Human
Friendly
Automation
Alliance e.V.**

Membership: Opportunities to join in

Human Friendly Automation Alliance e.V.

We are happy to welcome any supporter of the Human Friendly Automation Alliance. Depending on time availability and personal or institutional interest, there are various options for participation.

Basic prerequisite: All members must be personally or institutionally committed to the HFA Alliance's Charter of Values and Principles (www.humanfriendlyautomation.com) and declare their willingness to take these into account and apply them to AI and automation strategies and projects.

Adivsory Board

Board of Executives & HFA Office

Individual Member

Sponsoring Member

Advisory Board
(Intern)-national opinion leaders as promoters of the association - without voting rights, unless active membership is desired.

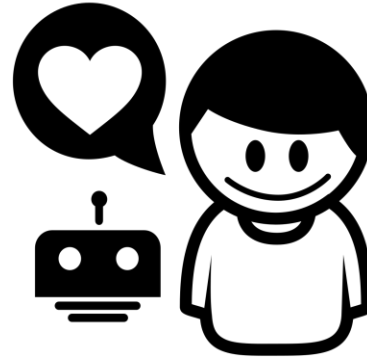**Board of Executives & HFA Office**
Core members strategically & operationally of the association. Elected in accordance with the Articles of Association.

Individual member (active & passiv)
Active member with voting rights. Fee 120 €/year or 40€ /year students & PHDs.

Sponsoring Member
Institutional member. Participates in an advisory capacity, but without voting rights.

For details of rights and obligations, please refer to the association's articles of association.

Human Friendly Automation Alliance e.V.

Board of Executives

Heinz-Ditgens-Straße 52

41063 Mönchengladbach

info@humanfriendlyautomation.com

+49 179 7935 908

Legally representing: Dr. Lars Schatilow, Barbara Langes, Martin Födisch