This document was translated from English by machine and may contain mistakes. The English original is at https://www.novaracg.com/2026/02/16/the-ai-gold-rush-is-over-its-time-for-the-infrastructure-of-reality/.

AI淘金热已经结束。是时候构建现实的基础设施了。

Heather Grizzle · February 16, 2026

企业人工智能的演示阶段已经结束。持久的价值如今取决于治理、数据完整性和人类决策权威,而非更多的自动化。

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企业AI应用的第一波浪潮以炫技为特征。演示的速度超过了纪律的步伐。工具的扩张速度快于治理的建立。各组织争相试验生成式输出、自动化层和预测系统,却未能充分审视数据完整性、合规风险、决策问责或长期运营影响。

与“魔法盒子”式AI的蜜月期正在结束。

高管们已经看过演示,团队已经测试过提示词,订阅也已经购买。然而,技术新奇感与持久的组织韧性之间仍然存在一道持续的鸿沟。在许多情况下,AI提升了速度,却没有强化结构;放大了产出,却没有厘清监督;带来了效率,却在悄然扩大风险面。

AI淘金热带来了兴奋,却没有带来基础设施。

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在Novara Consulting Group,我们正在超越炒作周期,迈向治理架构。工作的下一个时代,不取决于一个组织采用了多少工具,而取决于这些工具被整合进问责体系的程度。

这就是现实的基础设施。

1. 以人为本,而非机器人主导

AI shouldn't be a screen between you and your talent. In recruiting and HR, we use hyper-personalization to find the human story in the data, not to automate the soul out of the process.

2. 风险智能 > 预测性猜测

Early warning systems aren't about gazing into a crystal ball; they are about **structural guidance**. We help organizations turn the "noise" of HR compliance and economic shifts into actionable intelligence.

3. 三重底线(TBL)

If your AI strategy doesn't account for people and community impact, it's a liability, not an asset. NCG is built on the belief that purpose-driven work such as our support for the **Interpreting Standards Board** as an example of the only way to build a business that lasts.

> **底线所在**
>
> 我们不是来向你兜售奇迹的。我们是来帮助你建立一个能经受住炒作周期考验的、以人为本的坚实基础。

> **TIPS**
>
> Know something about a sign language AI system that the public should know? Send it to tips@novaracg.com. Every tip is read by me and kept confidential. If you work in the UK, writing to us is not by itself a protected disclosure under the Public Interest Disclosure Act 1998, so before you share employer information, check your options with Protect (protect-advice.org.uk), the free whistleblowing advice line.

引用方式

Grizzle, H. M. (2026, February 16). AI淘金热已经结束。是时候构建现实的基础设施了。. Novara Consulting Group. https://www.novaracg.com/zh/2026/02/16/the-ai-gold-rush-is-over-its-time-for-the-infrastructure-of-reality/