

A PRACTICAL PATH FROM CURIOSITY TO CAPABILITY

AI enablement is an *operating change.*

The tool matters. The deeper work is understanding how decisions, context, trust, and accountability move through the organization.

01	UNDERSTAND	Observe the real workflow, including judgment, workarounds, handoffs, and missing context.
02	PRIORITIZE	Choose a bounded use case with a named owner, visible value, and a consequence we can manage.
03	PREPARE	Confirm data access, security, review boundaries, support paths, and a useful baseline.
04	ENABLE	Pair role-based learning with guided practice, office hours, examples, and local champions.
05	LEARN	Measure solved work, quality, repeat use, rework, confidence, support burden, and risk.

THE QUESTION THAT KEEPS THE WORK HONEST

What becomes meaningfully better for the person doing the work?

FOUR CHECKS BEFORE AN AI PILOT EXPANDS

Make the operating model *visible before it becomes invisible.*

A lightweight field guide for moving from an interesting demonstration to a pilot people can trust, support, and evaluate.

01 / INTAKE

Use case clarity

Start with the operating problem, not a catalog of model features.

- A real workflow and accountable owner
- A baseline, intended outcome, and stop condition
- Sanitized examples that expose context gaps

02 / READINESS

Safe conditions

Confirm that the environment can support the behavior the pilot invites.

- Data classification, access, retention, and policy
- Support path, training plan, and local champions
- Known dependencies and realistic scope

03 / CONTROL

Human review boundary

Make review proportional to consequence and assign accountability by name.

- What AI may retrieve, summarize, draft, or recommend
- What requires approval and what remains human-led
- Evidence a reviewer needs to decide well

04 / LEARNING

Evidence of value

Treat adoption as behavior change and measure the work that gets better.

- Repeat usage, completion, quality, and rework
- Time reclaimed, confidence, and support burden
- Scale, repair, narrow, or stop based on evidence

A USEFUL FIRST CONVERSATION

Bring one recurring workflow, one trusted operator, and one honest baseline.