

Section 1: Reflection

How Is AI Already Showing Up?

Where are you already seeing AI or automation influence work in your organization?

- | | |
|--|--|
| <input type="checkbox"/> Communication | <input type="checkbox"/> Hiring/recruiting |
| <input type="checkbox"/> Customer service | <input type="checkbox"/> Training |
| <input type="checkbox"/> Administrative work | <input type="checkbox"/> Decision-making |
| <input type="checkbox"/> Data analysis | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Reporting | |

Section 2: Human Value

What Should Become MORE Human?

As technology advances, some human skills become even more valuable.

Which of these strengths are most critical in your organization?

- | | |
|--|--|
| <input type="checkbox"/> Empathy | <input type="checkbox"/> Ethical decision-making |
| <input type="checkbox"/> Creativity | <input type="checkbox"/> Collaboration |
| <input type="checkbox"/> Relationship building | <input type="checkbox"/> Problem-solving |
| <input type="checkbox"/> Coaching/development | <input type="checkbox"/> Innovation |

Section 3: Organizational Risk

Where Could AI Create Friction?

What concerns might employees currently have?

- | | |
|---|---|
| <input type="checkbox"/> Job security | <input type="checkbox"/> Loss of autonomy |
| <input type="checkbox"/> Trust in leadership | <input type="checkbox"/> Communication gaps |
| <input type="checkbox"/> Skill relevance | <input type="checkbox"/> Pace of change |
| <input type="checkbox"/> Increased monitoring | |

Section 4: Leadership Reflection

Questions Leaders Should Be Asking

What work should technology support, not replace?

What work creates the most human value?

What capabilities will our teams need in the next 3 years?

How are we building trust during change?

Section 5: Action Challenge

One Leadership Action

What is one conversation your organization needs to begin having about AI and the future of work?

These questions are not solved through technology alone. They require intentional leadership, organizational alignment, and thoughtful design.