

AI Workgroup Prep • H.U.M.AN.First™ Leadership Framework

The data your leadership team needs. The questions your workgroup should be asking.

THE PROBLEM

What AI Is Deployed On Top Of

20%

Global employee engagement
Lowest since 2020 (Gallup 2026)

\$10T

Annual cost of disengaged
employees globally

-9pt

Manager engagement drop
since 2022

THE VARIABLE

What's Actually Driving Adoption

8.7x

More likely to see AI transformation
with an engaged manager (Gallup)

<1 in 3

Managers actively supporting team's
AI adoption today

51pt

Gap between exec belief and
employee reality (BCG/Columbia)

THE BENCHMARK

What Winning Orgs Do Differently

2.5x

More likely to adopt AI when
leaders talk openly about it

2.1x

More likely when leaders connect
AI to employees' careers (GPTW)

79%

Manager engagement in best-
practice orgs vs. 22% globally

"The anxiety gripping workers today is not inevitable. It is, in large part, a leadership failure."

- ADP Research institute. 39-Country Workforce Study | Not a technology failure. Not strategy failure. A leadership failure.

SELF-DIAGNOSTIC

Rate Your Organization

Score each 1-5 before your next AI workgroup or leadership meeting

- 1 2 3 4 5** Our managers can explain what AI means for their team's careers
- 1 2 3 4 5** Employees feel AI is being done for them, not to them
- 1 2 3 4 5** We measure genuine adoption, not just tool utilization
- 1 2 3 4 5** Our leaders talk openly about AI - including the hard parts
- 1 2 3 4 5** We know where the bottleneck moved after our last AI win
- 1 2 3 4 5** There is a named owner for the human side of our AI strategy

WORKGROUP DISCUSSION QUESTIONS

3 Questions for Your Next Meeting

- 01 Are you measuring adoption or activity?**
Your dashboard shows utilization. It doesn't show whether people use AI because it's making them better - or because someone is watching. Those look identical. They produce different outcomes.
- 02 Where did the bottleneck move?**
AI solved a problem somewhere. What problem did that create downstream? If your workgroup hasn't asked this yet - it's the agenda item for today.
- 03 What story are employees telling each other about AI right now?**
Not the official narrative. The one in the Slack/Teams DMs you're not in. That's the story driving behavior. Most senior leaders don't know what it is.

H

Hear

Create condition for honest AI dialogue. Fear that is heard loses its power to stall adoption.

U

Understand

Diagnose where people actually are - not where your timeline needs them to be.

M

Motivate

Connect AI to career growth. This is the 2.1x level most organizations leave on the table.

A

Amplify

Find your internal prosumers. One real story moves more people than any mandate.

N

Navigate

Slow down when systems accelerate. Urgency masquerades as strategy.

If your managers are not ready, your AI investment is not ready.

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