



TIO

The Intelligent Organization

Executive AI Fluency & Thought-Partnership Program

A private 12-session program for senior leaders who want to understand AI, lead it wisely, and turn it into real organizational value.

Bottom Line

Leaders do not need to become technologists. They need enough first-hand AI fluency to use, question, protect, sponsor, and explain AI and AI and automation with sound judgment.

01

The Leadership Gap

Build first-hand judgment before sponsoring enterprise change

Executives are being asked to sponsor AI decisions before they have had enough direct experience to know what they are approving, challenging, funding, stopping, or explaining.

The Risk Leaders may overdelegate to technical teams, overtrust vendors, overreact to risk, or confuse an impressive demonstration with enterprise value.	The Program A confidential one-to-one relationship combines guided practice, candid challenge, current AI context, and application to the executive's real mandate.	The Result The executive becomes a direct beneficiary of AI and a stronger sponsor of organizational transformation.
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Program at a Glance	Details
Designed for	CEOs, owner-operators, board directors, and senior executives
Format	12 private, one-to-one sessions
Cadence	Weekly by default, with flexible pauses around executive priorities
Live time	55 minutes per session
Between sessions	15-30 minutes of practical AI use and selected viewing
Follow-up	A private Executive Session Brief after every session
Experience required	No technical background required

Intelligence expansion	Program implication
Enable the top	Give the Board where appropriate, CEO, and Executive Team safe, guided, direct use of approved frontier AI on real leadership work.
Expand through leadership	Extend role-relevant access and coaching through EVPs, SVPs, business and functional leaders, and managers.
Expand by role and work	Prioritize roles where value, information sensitivity, controls, readiness, and support justify access.
Connect to enterprise intelligence	Move from generic personal use toward approved agents connected to governed Enterprise Knowledge and State, tools, systems, identity, and assurance.

The purpose of Fluency

Fluency expands effective leadership capacity and creates informed sponsorship. It does not, by itself, redesign work, create governed enterprise knowledge, or transform the operating model. Those changes require the full TIO system.

02

Two Connected Transformations

Personal capability and organizational sponsorship reinforce each other

The Executive Personally	The Executive Organizationally
Configure a role-specific Personal AI Council or equivalent working setup.	Apply TIO to the executive mandate through Leadership, Data, Technology, Factory, and People.
Build repeatable workflows for research, preparation, challenge, communication, and decision support.	Select one priority AI Use Case or enabling transformation initiative.
Use leading AI models with source discipline and clear human judgment.	Establish ownership, a baseline, value hypothesis, human review, measures, and an Evidence Gate.
Experience advanced capabilities such as agents, scheduled tasks, orchestration, and AI-assisted building.	Mobilize the work, remove barriers, review evidence, and make the next leadership decision.

The Connection Is the Point

Personal experience creates informed judgment. Informed judgment creates better sponsorship. Better sponsorship improves the chance of measurable organizational value.

Program Principle	What It Means
Private	The relationship is designed for candour, challenge, and executive judgment.
Applied	Every concept is connected to actual decisions, constraints, and one priority initiative.
Flexible	The common curriculum adapts to the executive’s role, starting point, and mandate.
Evidence-based	The objective is calibrated conviction, not enthusiasm for its own sake.

03

The 12-Session Journey

Three phases from understanding to action

Phase	Sessions	Purpose	Primary Outputs
1. Understand & Begin	1-3	Establish the starting point, build a shared AI baseline, create first personal value, and introduce TIO.	Safe practice boundary, first workflows, baseline beliefs, TIO orientation.
2. Apply TIO to Real Work	4-8	Examine the mandate or one initiative through the five TIO domains.	TIO Mandate Snapshot, opportunity pipeline, practical Sponsor Brief.
3. Sponsor, Advance & Decide	9-12	Mobilize the work, review evidence, make the next decision, and set the following 90 days.	Evidence Gate, authorized next step, 90-Day Executive Action Memo.

One Enterprise System, Five Connected Domains

TIO Framework: The 5 Domains of Transformation



AI is not a technology project; it is an enterprise transformation where the whole organization is the unit of change.

Typical Session Rhythm

AI New & Noteworthy; review of personal use and questions; concise core theme; confidential application to the mandate; decisions, action items, and next-session practice.

04

What You Will Leave With

Personal capability, stronger sponsorship, and an authorized next step

Personal AI Capability	TIO, Sponsorship & Value
A functioning Personal AI Council or equivalent role-specific setup.	A TIO Mandate Snapshot and focused opportunity pipeline.
At least three repeatable executive workflows.	A completed Sponsor Brief for one priority AI Use Case or enabling initiative.
Practical experience with leading models and disciplined comparison.	A named owner, working team, baseline, value hypothesis, measures, and Evidence Gate.
One documented example of meaningful personal value.	Evidence of advancement or a documented readiness decision and authorized next step.
First-hand exposure to an advanced capability such as an agent, scheduled task, orchestrated workflow, or AI-assisted build.	A 90-Day Executive AI and Transformation Action Memo.

What This Is Not

This is not a technical bootcamp, prompt-engineering course, vendor roadshow, or open-ended implementation engagement. It is a structured executive capability-building and applied sponsorship program.

What the Program Asks of You

- Twelve 55-minute private sessions, normally weekly.
- A small amount of personal AI practice between sessions, normally 15-30 minutes.
- A willingness to try AI personally, question the output, and bring the experience back into the conversation.
- A real leadership mandate and access to the relevant business owner or working team when organizational advancement requires it.

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Dalibor brings more than 30 years at the intersection of business, technology, and executive leadership, including two decades with Deloitte as a Partner in technology strategy and executive programs. He is the lead author and steward of TIO.

Start the Conversation

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