A 30-day Shadow AI amnesty

A one-page template

Based on the five moves in David Shapiro's Shadow AI: The Definitive Report, July 2026. Adapt it with your HR, legal and IT colleagues before you start.

Before day 1. Write the promise, and ask the most senior leader to sign it: "Tell us which AI tools you use for work and what goes into them. Nothing you disclose in good faith during these 30 days will be punished."

Days 1 to 30: See it. Ask every team three questions. Which AI tools do you use that the company did not give you? What do they help you do? What information goes into them?

Legitimize it. Thank people for every answer. Agree in writing that time saved with AI will not become a higher quota.

Pave it. Pick the three tasks that come up most often. Find a safe company tool that does each of them as well as the tool people chose.

Govern it. Publish a one-page policy: which tools, which data and which tasks are fine.

Compound it. Ask the people with the best methods to write them down, so their whole team can use them.

After day 30. Tell everyone what you learned and what will change.

Credit: David Shapiro, Shadow AI: The Definitive Report. His YouTube channel: https://www.youtube.com/@DaveShap

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