Tell your people the plan

A one-page guide for leaders

A one-page guide for any role that AI is already changing. Nobody can predict exactly how work will look in ten years. You can still decide how your people move through the change this year.

1. Pick one role. Which role is AI changing first? Which tasks are shrinking?
2. Decide what comes next. What will the person in this role do next? New customer work, running the new tools, training others, or something else?
3. Plan how they learn it. What will they need to learn, who will teach them, and by when?
4. Write down what stays with a person. List the decisions in this role that a person keeps, even if AI could make them.
5. Decide how the gains are shared. If the work gets cheaper or faster, what do the people in this role get from it? Time, pay, training, ownership? Say so plainly where you can.
6. Put a name on the plan. Which leader is accountable for it? Write one name.
7. Tell them, in person and early. Share the plan before the change arrives. Invite questions, and answer them honestly, including "we do not know yet."

If you are an employee: write down the three parts of your job where your judgment matters most, and ask your manager what will change and how you will learn it.

Watch the episode: AI, jobs and income: Post-Labor Economics explained, on the TechTonic Conversations channel on YouTube.
Read the framework for free: thesummitla.com/the-intelligent-organization

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