

TIO ACADEMY

Executive summary

A twelve-week program that helps a whole organization think and work with artificial intelligence (AI).

Why organizations need this

82%
of enterprises offer AI training.

59%
still report an AI skills gap.

Most organizations have bought AI tools and run some training. Many have not seen the results they expected.

Most training explains the tools. People still have to work out for themselves how to change their own work. Leaders, managers and frontline staff typically get the same training on AI tools, but their roles and functions differ.

Source: DataCamp and YouGov survey of more than 500 enterprise leaders, 2026.

What TIO Academy is

TIO Academy is an enterprise program from The Summit Leadership Alliance (TSLA). It aims at three outcomes: an organization that is more intelligent, more automated and more in control. Abundant Intelligence requires a mindset change and safe, practical guidance that creates immediate value across the whole enterprise.

TIO Academy is designed for that scenario. It follows the logic Demis Hassabis set for DeepMind: “Step one, solve intelligence. Step two, use it to solve everything else.” Give your people more intelligence first. They then use it to rethink the work and automate it. You stay in control throughout.

People discover AI and learn to apply it on their own real work, with the tools your organization has approved, and direct engagement with Frontier AI models. Three cohorts run in parallel for twelve weeks. Everyone starts together and finishes together. In between, each cohort works on its own part.

Three cohorts, one program

Cohort	Their job in the program	Live sessions	What they leave with
Leadership	The Chief Executive Officer (CEO) and the senior team set the rules, then the strategy.	6	AI rules, a strategy, a position on the workforce, and a personal Chief of Staff, AI Council and mission control.
Management	Managers change their own work, then change their team's work.	8	A digital support team, a weekly team routine and one workflow redesigned and automated.
Operators	The people who do the work change it through daily practice, in the field or at a desk.	6	Hours saved each day, more time on the work they were hired for, and a new way of working.

Leaders leave with a strategy. Managers leave with work redesigned. Operators leave with a better job.

How the cohorts move together

The program runs like an orchestra. Leaders confirm the AI rules in week 3, and managers explain them to their teams in week 4. Operators hand in improvement ideas in week 7, and managers use them to redesign a workflow in week 8. The six Management sessions are built on lessons by David Shapiro.

We call the result super alignment. A person who learns to use AI well gains personally. Their career, their team and the organization gain from the same thing.

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Twelve weeks in four stages

1. Context	2. Mindset	3. Apply	4. Control
Everyone learns what AI is, where it came from and where it is going.	People learn how to think and work with AI, and set up their own tools.	Each cohort uses AI on its own real work, in parallel.	People learn the data rules, how to check AI work, and who is accountable.

The calendar

The program has 17 live sessions in one financial quarter. At the Capstone, leaders show their AI Council, managers show a workflow they redesigned and automated, and operators show where their saved time went.

Week	Leadership	Management	Operators
1	**Session 1: AI in Context (everyone)**		
2	**Session 2: AI at work and your Thought Partner (everyone)**		
3	AI rules, tools and budget	AI governance	Save your first hour a day
4	Practice	Practice	Practice
5	Build your Chief of Staff and AI Council	Bringing Shadow AI into the open	Save more time and check your work
6	Practice	Preventing workslop	Practice
7	Strategy and your mission control	Practice	Share what works and bring your idea
8	Practice	Redesigning work from the outcome	Practice
9	People, control and results	Leading adoption through everyday management	Work the new way
10	Practice	Practice	Practice
11	Practice	Using AI while working for customers	Practice
12	**Capstone: Show and Tell (everyone)**		

How each session runs

- Each session is live, runs 90 minutes and is recorded.
- About 45 minutes is teaching, after a short video.
- About 20 minutes is discussion, a live demonstration and work on a real task.
- Each session has one planned Eureka moment.

The digital team each person builds

- **Thought Partner.** A frontier AI model on the person's own account, set up with our configuration guide.
- **Chief of Staff.** The copilot your organization provides at work, configured for roles such as assistant, researcher and analyst.
- **AI Council.** Several different models used together to cross-check and validate important work.

What your organization gets

- People in all three cohorts use AI every day.
- Operators log the hours they save. The targets are one, then two, then three hours a day.
- Managers have one workflow redesigned and automated, and a weekly team routine.
- Leaders hold confirmed AI rules with a named owner, an AI strategy and a position on the workforce.
- A before and after TIO assessment shows what changed. Every participant receives a certificate.

What comes next

People understand AI as a capability and as a tool. They see how it can improve their work and their results.

Your organization is ready for a broader, AI-fueled business transformation. TIO Academy is built on The Intelligent Organization, which is open source and available to guide that work.

How we start

We begin with an intake conversation with the CEO and the program lead. We agree the purpose, the cohorts, the tools, the AI rules and the schedule. We then build your version of the program and set the date for week 1. Contact Dalibor Petrovic, Founder and Chief Ally, at thesummitla.com.

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