

TIO ACADEMY

An AI program for your whole organization

Twelve weeks. Three cohorts. New Mindset.

Built to make your organization more intelligent, more automated and more in control.

The Summit Leadership Alliance | Leaders helping leaders excel™

Training has not closed the AI skills gap

82%

of enterprises offer AI training.

59%

still report an AI skills gap.

Most organizations have bought AI tools and run some training.

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 “AI tools” training, but their roles & functions differ.

Source: DataCamp and YouGov survey of more than 500 enterprise leaders in the United States and United Kingdom, 2026

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One program for the whole organization

TIO Academy is designed for the whole org.

Abundant Intelligence requires a mindset change and a safe, practical guidance that creates immediate value *across the enterprise*.

People discover AI and learn to apply it on their own work. We leverage tools your organization approved, frontier AI models and techniques, and apply them to real mandates and priorities, specific to your people's roles, and your context.

12
weeks

3
cohorts in parallel

17
live sessions*

The three outcomes of The Intelligent Organization

More intelligent **More automated** **More in control**

** 14 cohort-specific sessions, 2 shared sessions and the Capstone*

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TIO Academy starts with intelligence, then redesigns the work

Demis Hassabis famously stated: “Step one, solve intelligence. Step two, use it to solve everything else.”

We apply the same logic to an organization. The frontier labs built the intelligence. Your first step is to get it into your people.

Your people then rethink the work and automate it. You stay in control throughout.

1	2	+
Solve intelligence	Use it to solve everything else	TIO adds: stay in control

The three outcomes of The Intelligent Organization follow the same order

1. More intelligent **2. More automated** **3. More in control**

Source: Demis Hassabis at Stanford Graduate School of Business, June 2026

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Twelve weeks in four stages

1

Context

Everyone learns what AI is, where it came from and where it is going.

Session 1, with the CEO's opening message

2

Mindset

People learn how to think and work with AI, and set up their own tools, and “digital team”.

Session 2 and the first cohort sessions

3

Apply

Each cohort uses AI on its own real work, in parallel.

Cohort sessions from week 5 to week 9

4

Control

People learn the data rules, how to check AI work, and who is accountable.

Rules in week 3, checking AI work in week 6, results at the Capstone

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Three cohorts, each with its own job

Leadership

6 live sessions

The Chief Executive Officer and the senior team

Leaders set the rules, use AI themselves, then set the strategy.

They leave with AI rules, a strategy and a position on the workforce.

Management

8 live sessions

People who organize, direct and oversee others

Managers change their own work, then their team's work.

They leave with a digital support team and one workflow redesigned and automated.

Operators

6 live sessions

The people who do the work, in the field or at a desk

Operators change their own work through daily practice.

They leave with hours saved each day and a new way of working.

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Each person builds their “digital team”



Thought Partner

A frontier AI model on the person's own account, set up with our configuration guide.

Everyone sets one up in week 2.



Chief of Staff

The copilot your organization provides at work, configured for roles such as assistant, researcher and analyst.

Built on the tools you have approved.



AI Council *(optional)*

Several different models used together to cross-check and validate important work.

Leaders learn it in depth. Managers and operators are introduced to it.

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The twelve-week calendar

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			
5	Build your Chief of Staff and AI Council	Bringing Shadow AI into the open	Save more time and check your work
6		Preventing workslop	
7	Strategy and your mission control		Share what works and bring your idea
8		Redesigning work from the outcome	
9	People, control and results	Leading adoption through everyday management	Work the new way
10			
11		Using AI while working for customers	
12	Capstone: Show and Tell (everyone)		

Leaders attend 6 sessions, managers 8 and operators 6. Everyone attends the Capstone. Each team holds a short AI Friday from week 5.

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The cohorts move together, like an orchestra

Three sections play one piece. The work of one cohort is scheduled to be useful to another cohort.

Weeks	What moves	From	To
3 to 4	The one-page AI rules and the amnesty	Leaders	Managers, who explain them to every team
5 onward	“AI Fridays”, a short weekly team routine	Managers	Operators
7 to 8	Improvement ideas	Operators	Managers, who redesign a workflow
8 to 9	The redesigned workflow	Managers	Operators, who take up the new way
9 to 10	The workforce position and the measures	Leaders	Managers and their teams

Super-Alignment: A state of fully aligned incentives among all stakeholders. 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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Session Structure: 90-minute routine



1 Opening

A welcome, then people share what they tried.

2 Explainer video

A short video on the session topic.

3 Teaching

The session content and its planned Eureka moment.

4 Discussion and live demonstration

Questions, a demonstration and work on a real task.

5 Weekly AI News

One slide on the developments of the week.

6 Homework and close

What to watch, do and practice.

Sessions are live and recorded. Sessions for field teams of operators can run 60 minutes. Weekly AI News starts in week 3.

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People stay in control of the work

One page of AI rules

Leaders confirm the rules in week 3. Managers explain them to every team in week 4.

Honesty about current AI use

Leaders define an amnesty in week 3, so people can say what they already use.

Checking AI work

Managers learn to spot workslop and write a handoff check for their team.

Clear accountability

The person who prompts the AI owns the result.

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The Capstone: each cohort shows real work

In week 12 everyone comes back together for Show and Tell. People build their showcase during the practice weeks.

Leadership

A multi-model AI Council

Leaders run a real decision through several AI models and show how the answers compare.

Management

A redesigned workflow

Managers show one workflow they rebuilt from its outcome with AI, and then automated.

Operators

Where the saved time went

Operators show where they saved time and the higher-value work they now do with it.

The CEO closes with the before and after assessment, certificates and the plan for the next 90 days.

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What you have after twelve weeks

TIO ACADEMY

Operators' time targets

1 hour a day, set in week 3

2 hours a day, set in week 5

3 hours a day, set in week 7

These are targets. Intake sets them by role, and each person measures them with a time log.

1 **Leaders**

Confirmed AI rules with a named owner, an AI strategy and a position on the workforce.

2 **Managers**

One workflow redesigned and automated, and a weekly team routine.

3 **Operators**

A log of hours saved and a new way of working.

4 **The organization**

Its own Capstone showcases, a before and after TIO assessment, and certificates for participants.

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TIO ACADEMY

Certificate of Completion

This certifies that

[Participant name]

has completed TIO Academy, a twelve-week program on thinking and working with artificial intelligence, and has shown real results from their own work.

[Client name] | [Cohort] | [Month and year]

[Chief Executive Officer name]
[Client name]

THE SUMMIT LEADERSHIP ALLIANCE

[Facilitator name]
The Summit Leadership Alliance

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How we start

1

Intake conversation

We meet the CEO and the program lead. We agree the purpose, the cohorts, the tools, the AI rules and the schedule.

2

Your version of the program

We build your version around your examples, your tools and the work your people bring.

3

Week 1

The CEO opens Session 1 for everyone. The twelve weeks begin.

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