

AI Programs Overview

One foundation with the depth each role needs.

ROLE AREAS

Four, one foundation

LEADERSHIP

AI Shift Labs

CYCLE

Rolling twelve weeks

SECTION ONE

Where does your team need to go deeper

An executive choosing where to invest in AI, an engineer building an integration, and an operations colleague checking a generated summary are making different decisions. They need a shared understanding of responsible use, with learning that goes far enough for the work each is expected to do.

Intuition's Digital Literacy Programs build that capability across four role areas. Digital learning, workshops, practice, and coaching combine around your institution's use cases and sanctioned tools.

ROLE AREA	LEARNING DEPTH	INTENDED OUTCOME
Leadership	Strategic opportunities, governance, and organizational readiness	Make and explain AI decisions, with owners, limits, and evidence to review
Technical Builders	Technical labs, coding, integration, and model evaluation	Build and evaluate systems within agreed technical and governance requirements
Business and Functional Teams	Role-specific workflows, data storytelling, automation, and decision frameworks	Rework a real workflow and explain the judgment calls within it
All Employees	Fundamentals, responsible use, prompt basics, and output validation	Recognize where AI can help, check a result, and understand the limits of permitted use

BEFORE WEEK ONE

Stage 0 happens before week one

Scope starts with evidence. The AI Enablement Gap Mapper and L&D Maturity Assessment inform an initial view of workforce needs and the learning function's capacity to support them. We review the findings together, examine the evidence behind them, and agree priorities before defining the program.

OUTPUT ONE

Roles mapped to the four audiences

OUTPUT TWO

An agreed capability baseline

OUTPUT THREE

A recommended starting point

That work produces roles mapped to the four audiences, an agreed capability baseline, and a recommended starting point. It also gives the sponsor a basis for the business case. Depending on the findings, the right first move may be self-paced literacy and an internal champion cohort, with a wider program following later.

Your institution brings its priorities, relevant role information, and tool boundaries. We bring the learning design and a way to turn that evidence into a practical starting scope. A diagnostic result helps guide the discussion; observed tasks and business input make the baseline useful.

SECTION TWO

Leadership learning tied to decisions

The leadership depth focuses on the decisions that shape everyone else's use of AI.

Which opportunities deserve investment?

What evidence is enough to proceed?

Who can authorize a change to the workflow?

What happens when the policy doesn't settle a particular case?

THE DELIVERY METHOD

AI Shift Labs

AI Shift Labs is the delivery method for this Leadership segment. It is highly experiential, blending virtual learning and e-learning with an in-person working experience, then continuing as leaders apply the learning to live strategic decisions.

HOW THE LEADERSHIP DEPTH IS BUILT

Content, curriculum, cohort, and community

Content

Content gives leaders a shared foundation in AI capabilities, limitations, and responsible use. It helps them recognize where a proposal needs closer technical or business scrutiny.

Curriculum

Curriculum organizes that learning around decisions leaders face. A discussion of AI limitations, for example, feeds into how an executive delegates a task, evaluates evidence, and sets a review boundary.

Cohort

Cohort gives people practice with peers who can question their assumptions. Participants see how colleagues weigh an opportunity, respond to ambiguity, and explain a decision when the evidence is incomplete.

Community

Community keeps that exchange going as the work returns to the institution. Peer accountability and follow-up reviews give commitments a life beyond the session.

The sequence begins with a baseline and enough preparation for the cohort to work together. Leaders then immerse themselves in the issues, apply the learning, and commit to decisions. Reviews at 30, 60, and 90 days examine what happened afterward.

WHAT LEADERS BRING INTO THE ROOM

A live decision gives the experience a purpose

It might concern introducing an approved assistant into an operations workflow, changing how a team reviews AI output, or deciding where human authorization remains essential.

Introducing an approved assistant into an operations workflow

Changing how a team reviews AI output

Deciding where human authorization remains essential

The decision needs an owner and room to change. If the answer has already been settled, the cohort has little opportunity to practice judgment. A question with genuine uncertainty lets participants examine the evidence, consider the effect on people, and identify what would change their minds.

A QUESTION FOR YOUR TEAM

What decision would make the time valuable for your leadership team even if they left with a smaller AI rollout than they originally expected?

SECTION THREE

AI Shift Labs in practice

01 Begin with evidence

Before the core experience, scenario-based assessment explores realistic leadership decisions. Participants need to explain a choice, including what they know, what remains uncertain, and who else needs to be involved. The findings help identify gaps that could otherwise limit the cohort's work together.

Preparation then gives participants the foundation they need. Someone may need more grounding in what AI systems can do. Another may understand the technology but need to examine how decision rights and review responsibilities change when it enters a business process.

02 Work through the decisions together

The core immersion is a two-and-a-half to three-day executive working lab. Discussion and applied work move from AI capabilities and limitations into decision-making and the cultural conditions for adoption. Leaders then examine delegation, governance, decision rights, and operating-model change.

The work asks participants to make choices. A proposal that looks attractive in a presentation may become more complicated when the group has to name the reviewer, define the permitted data, or explain what happens when the system is wrong. That is useful learning before a rollout reaches a team.

03 Continue with live work

Follow-on sessions bring the learning into decisions underway at the institution. Peer triads and decision logs keep the reasoning visible between sessions. Each log records the decision, the owner, the risks considered, and the evidence that will be reviewed.

LOG

The decision

LOG

The owner

LOG

**The risks
considered**

LOG

**The evidence to
review**

A capstone forum brings leaders back together to commit to their next actions in front of the cohort. The output is a set of named decisions and responsibilities. Reviews at 30, 60, and 90 days look at progress, leadership behavior, and adoption, including where the original plan needs to change.

WHAT MAKES THE FOLLOW-THROUGH POSSIBLE

Sponsors need to protect time for the work between sessions. Participants need access to the relevant business and control colleagues, and a decision substantial enough to warrant their attention. The lab can create the conditions for a useful commitment; the institution still has to give its owner the time and authority to act on it.

SECTION FOUR

Learning across the other role areas

Leadership work continues around live strategic decisions. The other three audiences follow a rolling twelve-week cycle, using the same responsible-use foundation.

All Employees

A live orientation introduces the program, followed by self-paced Know-How tutorials personalized by role. Fundamentals, prompt basics, responsible use, and output validation help people judge where AI is useful and recognize when they need to stop or ask for help.

Business and Functional Teams

Credit, operations, sales, finance, HR, and other functions work on problems from their own business. Facilitator-led virtual workshops, breakout exercises, and peer cohorts develop role-specific workflows, data storytelling, automation, and decision frameworks. Participants work toward a revised workflow they can explain and test.

Technical Builders

Engineering, data, and platform teams develop capability through labs, sandboxes, coding exercises, API integration, and model work. In-person intensives support cohorts that benefit from practicing together. AI for Engineering Teams and Enterprise AI Systems Engineering are selected according to client need. The emphasis is on building and evaluating within the same responsible-use vocabulary used across the institution.

AI Accelerator

This train-the-trainer program develops internal champions who support continued learning and adoption. The baseline may point to a champion cohort as an early step, before broader delivery.

THE TWELVE WEEK CYCLE

Timing and focus

Timing	Focus
Weeks 1 to 3	Establish the shared foundation and role context
Weeks 4 to 8	Practice on relevant work, with business and technical pathways at different depths
Weeks 9 to 12	Apply, coach, and measure through capstone work and manager support

On-demand digital learning supports scale. Live virtual workshops provide case work and discussion. In-person intensives create time for hands-on practice. Coaching and progression connect the work to individual development goals.

Your team supplies the use cases, tools in scope, and managers who will coach. Intuition supplies the content, facilitation, labs, and measurement approach. Those responsibilities are agreed during scoping.

EVIDENCE TO REVIEW

The baseline establishes the starting point. Pulse checks track confidence, clarity, and reported behavior between sessions. Decision forums record commitments, owners, risks, and indicators; 30, 60, and 90 day reviews examine progress. Reporting can use the Living Skills Framework's four rungs of activity, capability, behavior, and outcome, with each measure matched to the evidence available.

Which audience and starting point need attention first?

The Intuition AI Readiness Guide helps you consider which audience and starting point need attention first. Bring that question into a scoping session with Intuition at info@intuition.com.

STAGE 0

Evidence before scope

LEADERSHIP

Live decisions, not theory

REVIEWS

30, 60, and 90 days