

Lead Your Team Into AI

Six practical ways to help your team
use AI without making it weird.

GUIDES & RESOURCES

GUIDE · 2 PAGES

Teams do not adopt AI because someone announces a new tool. They watch what leaders do with it, what gets rewarded and whether it feels safe to experiment. The good news: you do not need a sweeping transformation plan to set the right tone. You need a few visible habits.

01 Start with friction, not features

Ask your team which parts of their work feel repetitive, slow or unnecessarily draining. Begin there. A real problem creates more curiosity than a tour of every feature.

Try this week: Ask each person, “What is one task you would happily never do from scratch again?”

02 Show your work

Share how you are using AI on actual work, including the attempts that did not go well. Seeing a leader revise a weak answer is often more useful than seeing a polished demo.

Try this week: Spend five minutes in a team meeting showing one prompt, the first result and what you changed.

03 Make experimentation low stakes

People learn faster when they can test ideas without feeling that every attempt has to become a formal project. Give them a safe place to try, compare notes and admit when something flopped.

Try this week: Add a short “AI win or flop” round to an existing meeting.

04 Find the people already doing it

Most teams already have a few quiet experimenters. Give them room to share what they are learning, but do not turn them into unpaid tech support. Recognition and protected time matter.

Try this week: Ask for volunteers to demonstrate one useful workflow or help shape an office-hours session.

05 Make progress visible

You do not need a complicated dashboard. Start with a few signals that tell you whether AI is improving the work: time returned, quality improved, rework reduced or a workflow made reusable.

Try this week: Collect one before-and-after example and share it with the team.

06 Pair ambition with guardrails

Clear boundaries make it easier to move. People should know which tools are approved, what information should stay out and where human review is required. Then give them permission to explore inside those lines.

Try this week: Make sure your team can answer three questions: What can I use? What can I put into it? Who checks the result?

A simple rhythm that keeps this moving

- One five-minute AI demo in a regular team meeting
- One open office-hours session each month
- One shared place for wins, questions and reusable examples
- One short team pulse every quarter

Keep the human part visible. AI can take on more of the repeatable work. Leaders still own the judgment: deciding what matters, setting the standard and knowing when the answer is not good enough. That is not a limitation. It is the job.

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