



F · A leadership-behaviour intervention

BEFORE YOU WRITE

What closes the forty-point gap? One line.

Whose behaviour you will change

Specific name. If a small group, name them.

What they currently do with AI

Be honest. 'Nothing visible' is a legitimate answer.

THE BEHAVIOURS YOU WILL ASK FOR THIS QUARTER

- ☐ Use AI in one piece of visible work each week
- ☐ Add 'what have you tried with AI' to a recurring meeting
- ☐ One 'this went badly' public reflection per month
- ☐ Open AI on screen once a week in front of someone

Detail the one or two you chose

Maximum two that actually happen beats four agreed to.

e.g. Monday board memo: drafts the summary with AI, says so in the doc

The conversation you will have

The case you will make. Be specific. Reference the 40-point gap (15% to 55% on visible leadership support).



When you will have it, and the check-in cadence

Behaviour change does not stick from one conversation.

THE FIRST MOVE

The conversation is scheduled for _____

With _____

If you cannot schedule it directly, who can (have that talk first) _____

How likely is this, 1–10? _____ If below 7, what moves it? _____

Done when: *The conversation has a date in a calendar that is not yours alone.*