



Y · Sequence the five levers

BEFORE YOU WRITE

Why can you not pull one lever and stop? One line.

A six-month rollout you can actually run

One or two lines per month. Not a multi-year plan.

M1 Diagnose — V

M2 Set the rules, begin redesign — E & R

M3 Stand up coaching — I

M4 Leadership visibility — F

M5 First pilot fully running

M6 Measure and scale the pattern

— OUTPUT METRICS · PICK THREE, NO MORE

Metric 1 _____ Baseline _____ Target _____

Metric 2 _____ Baseline _____ Target _____

Metric 3 _____ Baseline _____ Target _____

DO NOT MEASURE

Licence uptake. Attendance. Completion. Literacy scores. And distrust self-reported time savings: in the METR trial, developers 19% slower with AI believed they were 20% faster. Measure the work.



THE FIRST MOVE

Share with three people this week and ask them to push back 1) _____

2) _____

3) _____

Revise by (date) · Likely 1–10? ____ Below 7, what moves it? _____

Done when: Each month names a lever, each metric has a baseline you did not invent, and three named people are about to make the plan better.