DISTINCTLY HUMAN · AI TEAM ALIGNMENT

# WHEN TEAMS AGREE, AI PAYS OFF

We help leaders align their whole team using AI with confidence: faster adoption, clear guardrails, and no one left behind.

Leif Hansen + Nadja Haldimann



# THE PRESSURE POINTS

Which of these does your team relate to? What's missing from the list?

01 **Divided views**
Enthusiasm and skepticism, with too little honest discussion.

02 **Job uncertainty**
People wonder where they fit as the work changes.

03 **Uneven AI skills**
Some are racing ahead. Others are more cautious.

04 **Overwhelming change**
More tools, more output, less time to integrate.

05 **Unclear boundaries**
What is approved? What stays private? Who decides?

06 **Quality and judgment**
Faster output needs accountable human review.

07 **An 'artificial' voice**
The work starts to sound generic and lacks a distinct voice.

08 **Integrity**
Ethical, environmental and organizational values get compromised.

# YOU ROLLED OUT AI.

## YOUR TEAM DOESN'T AGREE ON HOW TO USE IT.

### Low trust stalls your AI investment

**83%**

of surveyed leaders say psychological safety affects the success of AI initiatives.

**39%**

describe their organization's current psychological safety as high.

### You're paying for tools without direction

**80%**

of individual contributors describe their manager's AI leadership as hands-off.

**42%**

don't know why they should use AI, even though 85% are encouraged to.

### Hidden use means hidden risk and rework

**57%**

of employees hide their AI use and present AI-generated work as their own.

**40%**

of desk workers received polished-looking but unhelpful AI "workslop" in the past month.

**You don't fall behind on AI by moving slowly. You fall behind by rolling out tools no one agreed how to use.**

Sources: MIT Technology Review Insights / Infosys, 2025 · FranklinCovey, Sept 2025 · Culture Amp, 2026 · University of Melbourne / KPMG, 2025 · BetterUp Labs / Stanford, Sept 2025

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# TRUST ALWAYS AFFECTS TWO MEASURABLE OUTCOMES: SPEED AND COST. WHERE TRUST IS LOW, EVERYTHING TAKES LONGER AND COSTS MORE.

**Stephen M.R. Covey** · author of The Speed of Trust

**LOW-TRUST TAX**

**Everything takes longer and costs more.**

**HIGH-TRUST DIVIDEND**

**Everything happens faster and costs less.**

# WHERE AI ROLLOUTS USUALLY STALL

Most companies roll out new AI tools, but don't talk with their teams about how, when and where to use them.

01

**The tools arrive before the conversation.**

Leaders ask for AI adoption, but nobody connects it to people's actual work, or asks how they feel about it.

02

**Rules get written for people, rather than with them.**

So people nod along, and then do their own thing. It's one reason so many hide their AI use.

03

**Training only covers the features.**

People learn what the tool does, but not when to trust it, when to check its work, or how to keep their own voice.

04

**Training is treated as a one-time event.**

There's one session, then everyone goes back to work. The skeptics stay quiet and get left behind.

**So what does it look like when it works?**

# WHAT'S IN IT FOR YOU

Anyone can buy AI tools. A team that uses them well, together, is your real advantage.

## KEEP PACE, KEEP CONTROL

Adopt AI quickly, with clear agreements on quality, privacy and who owns the results.

## GET THE RETURN ON YOUR AI SPEND

Turn quiet, uneven use into shared practices, so the tools you pay for actually get used well.

## KEEP YOUR BEST PEOPLE AND IDEAS

When skeptics and enthusiasts agree on how to work, people feel heard, not replaced, and bring their best thinking.

**Which of these matters most to you right now? What's your biggest pain point with AI?**

# OUR APPROACH

Make it safe enough for people to say what they really think. That's where the real conversation starts.

**BEFORE**



## ASK FIRST

Before we meet, everyone answers a few quick questions about AI, so we know how the team feels.

**THE WORKSHOP**



## MAKE IT SAFE

We open with short exercises that build trust, so everyone is heard and feels safe to say what they really think.



## HOPES & FEARS

Everyone shares what they hope AI could do for them, and what they fear.



## WRITE THE RULES

The team decides together how it will use AI, and writes the rules down so everyone knows them.



## PICK A FIRST TRY

The team picks one small AI project to try and decides who does what.

**AFTER**



## CHECK BACK

A few weeks later we meet again to see what worked and what to try next.



Team facilitation, not tool training. We work with everyday AI assistants and tailor the practice to your team's approved tools.

# WHO IT'S FOR

The same approach works at every level of your organization.

**HR and People leaders: we'll help you plan the rollout.**

01

SUGGESTED START

## LEADERSHIP TEAM

**C-suite, founders, senior leaders**

Get aligned on your AI vision and guardrails first, so you lead the conversation from the start.

GOOD FIT

**Alignment Workshop**

→

02

## MANAGERS & TEAM LEADS

**The people in the middle**

Asked to roll out AI without knowing when it helps. We connect leaders' goals to real work.

GOOD FIT

**Alignment Workshop or Practice Series**

→

03

## THE WHOLE TEAM

**Full staff, or one department as a pilot**

Every voice heard, agreements made together, and a first AI project to try.

GOOD FIT

**Alignment Workshop or Practice Series**

**Not sure where to start? Leadership first works best, and any single team can begin as a pilot.**

# WHAT YOU WALK AWAY WITH

A clear picture of where your team stands with AI, and a practical plan for working better together.

## 01

### Clarity about how your team uses AI today

What's working, what worries people, and where the opportunities are.

YOU GET

**A summary of the team's concerns and opportunities.**

## 02

### Agreements your team made together

How you work with AI, what gets reviewed by a human, what's off-limits, and who owns what.

YOU GET

**A draft AI Team Agreement: privacy, human review, accountability and experimentation.**

## 03

### New ideas and better ways of working

Hands-on practice on your real work. Teams discover where AI opens up new possibilities, from fresh ideas to work they couldn't do before, while keeping the results human.

YOU GET

**Practices and tools that last, plus one AI project to try, with our follow-up.**



Useful input for leadership to help shape your own policies. See a sample AI Team Agreement in the appendix.

# HOW WE WORK TOGETHER

Our recommended package: the workshop, then eight weeks of practice to make it stick.

1

START HERE

## The AI Team Alignment Workshop

We make it safe, hear hopes and fears, write the rules and pick a first try. Your team leaves with its own AI Team Agreement and one AI project to start.

**LENGTH**

**Half or full day · in person or online · two facilitators**

→

2

MAKE IT STICK

## Practice Series

Four live sessions where your team practices AI on real work and checks back on what worked and what to try next. Between sessions, we work with a few team champions to keep the practice going.

**LENGTH**

**8 weeks · four 90-minute sessions, every two weeks**

The workshop also works on its own, and teams that are already aligned can start with the Practice Series.

**Where is your team today?**



Also available on request: focused sessions and keynotes.

# HOW YOU'LL KNOW IT WORKED

We document what changed, so your team can see its progress and keep building on it.

**Included with every format.**

01

## ASK FIRST

We start with your leadership team and send everyone a short pulse survey. Together we agree what success looks like.

02

## RIGHT AFTER

The same pulse survey again. Do people feel heard? Clearer on boundaries? More confident? Are they bringing original ideas and asking harder questions? You see before and after side by side.

03

## CHECK BACK

A few weeks later, we look at your team's first try with you: what happened, which decisions got better, and what to try next.

# WHAT WE BRING

Two different strengths, working together.



## Leif Hansen

**Founder, Spark Interaction and Co-Evolve · Facilitator, Keynote Speaker, Coach**

**Engaging facilitation:** 20 years of team trainings and keynotes for global companies like Sodexo, Microsoft and HubSpot

Hands-on AI practice, teaching coaches and leaders to use AI well

Guiding diverse and divided groups to shared agreements through Dynamic Facilitation, coaching, positive psychology and mediation

Imagining better futures with teams through applied improvisation and strategic foresight (Institute for the Future)

Featured on NBC's Today Show and PBS; author of Digital Mystics



## Nadja Haldimann

**Human Experience Designer Podcast Host · Coach**

**Design thinking & strategy:** 25 years of leading tech teams

Partnering with leadership teams on direction and alignment

Deep listening, from user research to coaching people through change

Sparking new ideas and testing them quickly: try small, learn fast

Emerging tech: from Microsoft and Mozilla's VR browser to UX design for AI startups



**GROUNDED IN** Psychological safety · Liberating Structures · Appreciative Inquiry · Consent decision-making

# CLIENT FEEDBACK

What it's like to work with us.

"

…helping us foster open dialogue and build trust across differences. We were able to make intentional, mission-aligned decisions about how we use AI—together, and with integrity.

> **Before:** a team with a wide range of AI perspectives, from ethical concerns and unfamiliarity to curiosity and active use.
>
> **Result:** a co-created, values-aligned AI strategy and a retreat pairing opportunity-focused and guardrails-focused champions.

**April Mendez**
CEO, Greenprint

"

His heart-centered approach is both refreshing and inspiring in a world often dominated by profit-driven narratives about AI.

**Kate Maloney**
CEO, SleepEasy

"

The most fun, interactive training program I have ever been involved with. They were learning without realizing that they were learning.

**Don Palmer**
Manager, Sodexo

We'd love to keep the conversation going.
Three ways to do that:

# NEXT STEPS

**01.** **Talk with us about your team**
A 20-minute call to discuss how your team is incorporating AI at work.
**Book a 20-minute call →**
bit.ly/DH-AITeamAlignment-Contact

**02.** **Tell us your biggest pain point**
What's hardest about AI on your team right now, and what do you hope it could do for you?

**03.** **Introduce us**
Know a team that's looking to make human flourishing in the age of AI a priority? We'd love a connection.



LEIF HANSEN + NADJA HALDIMANN

# READY TO GET YOUR TEAM ON THE SAME PAGE? LET'S TALK.

In a 20-minute call, we'll hear where your team stands with AI and suggest a first step that fits.

**Book a 20-minute call →** bit.ly/DH-AITeamAlignment-Contact


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**QUESTIONS ANYTIME?**
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THANK YOU

APPENDIX

# SAMPLE AI TEAM AGREEMENT

An example of what a team writes together in the workshop. Every team's version is its own.

### Privacy

We never put client, customer or personal data into AI tools our company hasn't approved. When in doubt, we ask [owner] first.

### Human review

A person checks every AI-assisted piece before it reaches a client or the public. We're open about when AI helped.

### Accountability

Whoever sends the work owns it, AI-assisted or not. [Name] keeps this agreement current and answers questions.

### Experimentation

Everyone is encouraged to try AI on their own work within these lines. We share what worked, and what didn't, at our monthly check-in.

**Want to see a complete sample agreement from a real team? Ask us.**

APPENDIX

# RESEARCH AND SOURCES

| | |
|---|---|
| **83% · 39%** | MIT Technology Review Insights / Infosys (2025). Survey of business leaders on psychological safety and AI. Self-reports, not causal proof. |
| **80%** | FranklinCovey, AI General Attitudes Survey (September 2025). Individual contributors' view of their manager's AI leadership. |
| **42%** | Culture Amp, AI at Work Benchmark (2026). About 112,000 employees in 123 organizations: 85% are encouraged to use AI, but 42% don't know why. |
| **57%** | University of Melbourne and KPMG, Trust in AI global study (2025). 48,000+ people in 47 countries, Nov 2024 – Jan 2025. |
| **40%** | BetterUp Labs and Stanford Social Media Lab (September 2025). Survey of full-time U.S. desk workers on AI "workslop." |



These sources explain the need. They do not prove our program's impact.