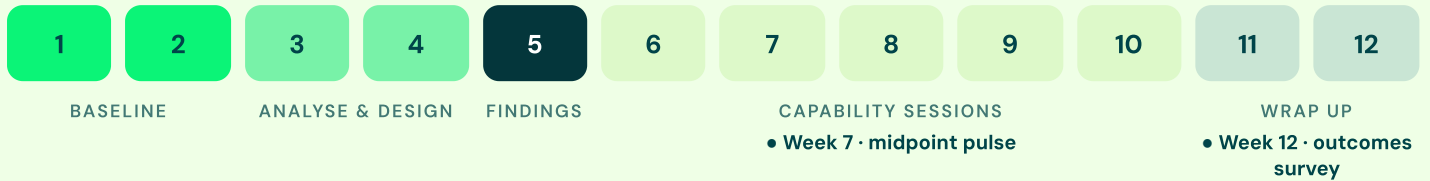


What 12 weeks looks like



PHASE 1
1-2
WEEKS

Discover and baseline

- Kickoff and program overview session for the whole cohort
- Baseline readiness survey to every participant
- One-on-one interviews across roles and teams
- Time logging to see where the hours actually go

LEADERS GET

Hard evidence on current ways of working, capability by role, and appetite for change.

PHASE 2
3-4
WEEKS

Analyse and design

- Leadership sentiment survey
- Role evolution mapping. How each role is changing alongside the tools
- Tool guidebook and first setup session (Copilot, AWS Kiro, or whatever your teams use)
- Capability sessions and prompt library designed from what people told us

LEADERS GET

A role-by-role picture of what is shifting, and a session plan built for your teams, not a generic course.

PHASE 3
5
WEEK FIVE

Findings to leadership

- Pre-read pack, then an in-person session with the leadership team
- Open questions on the table, not a slide read-through
- Champions cohort set up from your own senior practitioners

LEADERS GET

A genuine read on capability, risks and the decisions only they can make.

PHASE 4

6–10

WEEKS

Build capability

- Up to 10 capability sessions, built around the practices your teams have already grown
- Governance and ethical AI sessions for the leadership team, operational managers and ICs
- Champions network supported to run with it
- Week 7 midpoint pulse survey and check-in

LEADERS GET

Teams using the tools well and safely, with the guardrails talked through in the open.

PHASE 5

11–12

WEEKS

Wrap up and handover

- Outcomes survey, measured against the Week 1 baseline
- Prompt library and guides handed over
- Handover pack with what worked and what needs more support

LEADERS GET

Before and after numbers on adoption and capability, and everything needed to keep it going.