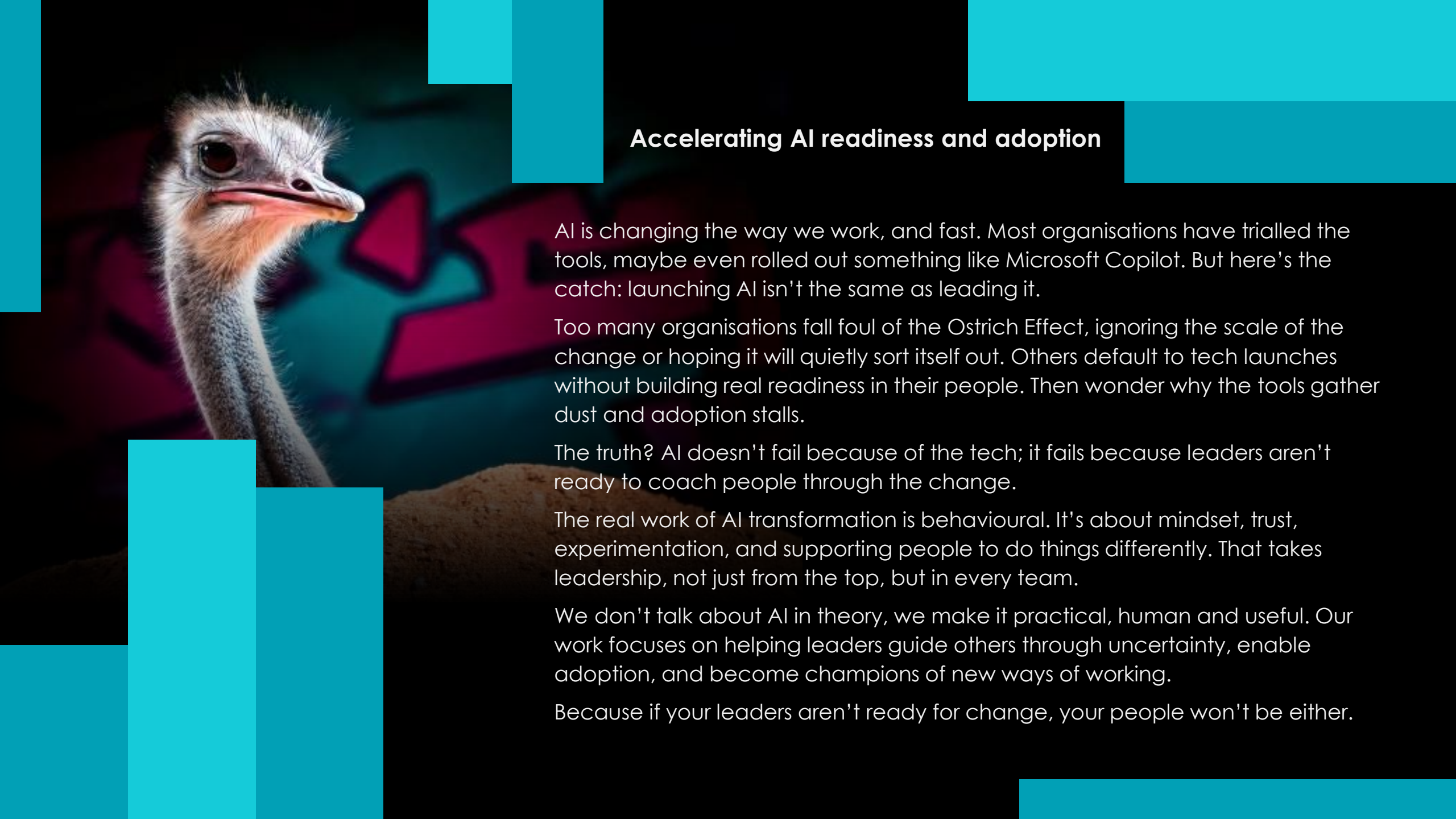


AI is here:
**Are your
people ready?**





Accelerating AI readiness and adoption

AI is changing the way we work, and fast. Most organisations have trialled the tools, maybe even rolled out something like Microsoft Copilot. But here's the catch: launching AI isn't the same as leading it.

Too many organisations fall foul of the Ostrich Effect, ignoring the scale of the change or hoping it will quietly sort itself out. Others default to tech launches without building real readiness in their people. Then wonder why the tools gather dust and adoption stalls.

The truth? AI doesn't fail because of the tech; it fails because leaders aren't ready to coach people through the change.

The real work of AI transformation is behavioural. It's about mindset, trust, experimentation, and supporting people to do things differently. That takes leadership, not just from the top, but in every team.

We don't talk about AI in theory, we make it practical, human and useful. Our work focuses on helping leaders guide others through uncertainty, enable adoption, and become champions of new ways of working.

Because if your leaders aren't ready for change, your people won't be either.



Elevating the best of our humanness

Humans are wonderful creatures. We can be smart, creative, and kind. But we can also be messy, inconsistent, and imperfect.

We can have clear values, but that doesn't mean we always follow them. We might have aspirations to show up in a certain way, but that doesn't mean we always do.

AI can help us be less messy and more consistent. It can help us elevate the best of our humanness



How AI is reshaping how we work

AI isn't just about automation. It's changing how we think, plan, decide, and collaborate, and it's shifting what people expect from leaders and teams.

Here's what we're seeing:

- **Everyday tasks automated:** From drafting emails to sorting data and scheduling meetings - AI is taking care of the admin, giving people time back
- **Faster, sharper decisions:** AI tools are surfacing insights in seconds, helping teams move faster and make better calls
- **Smarter collaboration:** Tools like Copilot are reducing noise and making it easier to stay aligned, organised and clear
- **More personal customer experiences:** Faster responses, more tailored conversations, better service - AI is already raising the bar
- **Planning with confidence:** AI can help leaders spot trends, plan resourcing and identify skill gaps - before they become problems



And we're just getting started: New possibilities are emerging all the time. It's less about having the answers, more about staying curious.

What this means for leaders:

You don't need to be an AI expert.

But you do need to help your teams adapt, experiment and keep the human in the loop.

Leadership and manager gap in AI adoption

The AI story isn't the same at every level. While some are already hands-on and experimenting, many are unsure where to start, and leaders risk misjudging what's really happening on the ground.

The reality today:

- 71% of middle managers use AI in their daily work
- But 52% of employees have never used an AI tool
- Among younger employees, 74% use AI regularly, but...
- Only 52% have had any formal training
- Just 14% rate that training as effective

As a result, 1 in 3 UK employees feel unprepared to adopt AI in the next 1–3 years (Corndel)

The leadership gap:

- 48% of senior leaders have never used an AI tool
- This compares to 29% of middle managers

Leaders may be overestimating the upside - in PwC's Global CEO Survey, only 34% of CEOs saw AI profitability gains, vs 46% who expected them

What this tells us:

Confidence and capability are uneven, and without lived experience, leaders can overestimate readiness.

To lead AI well, we need to level the field. That starts with practical, hands-on support at every level.



Amplifying the human, not replacing them

Think of AI as a kind of exoskeleton, not for your body, but for your mind and leadership.

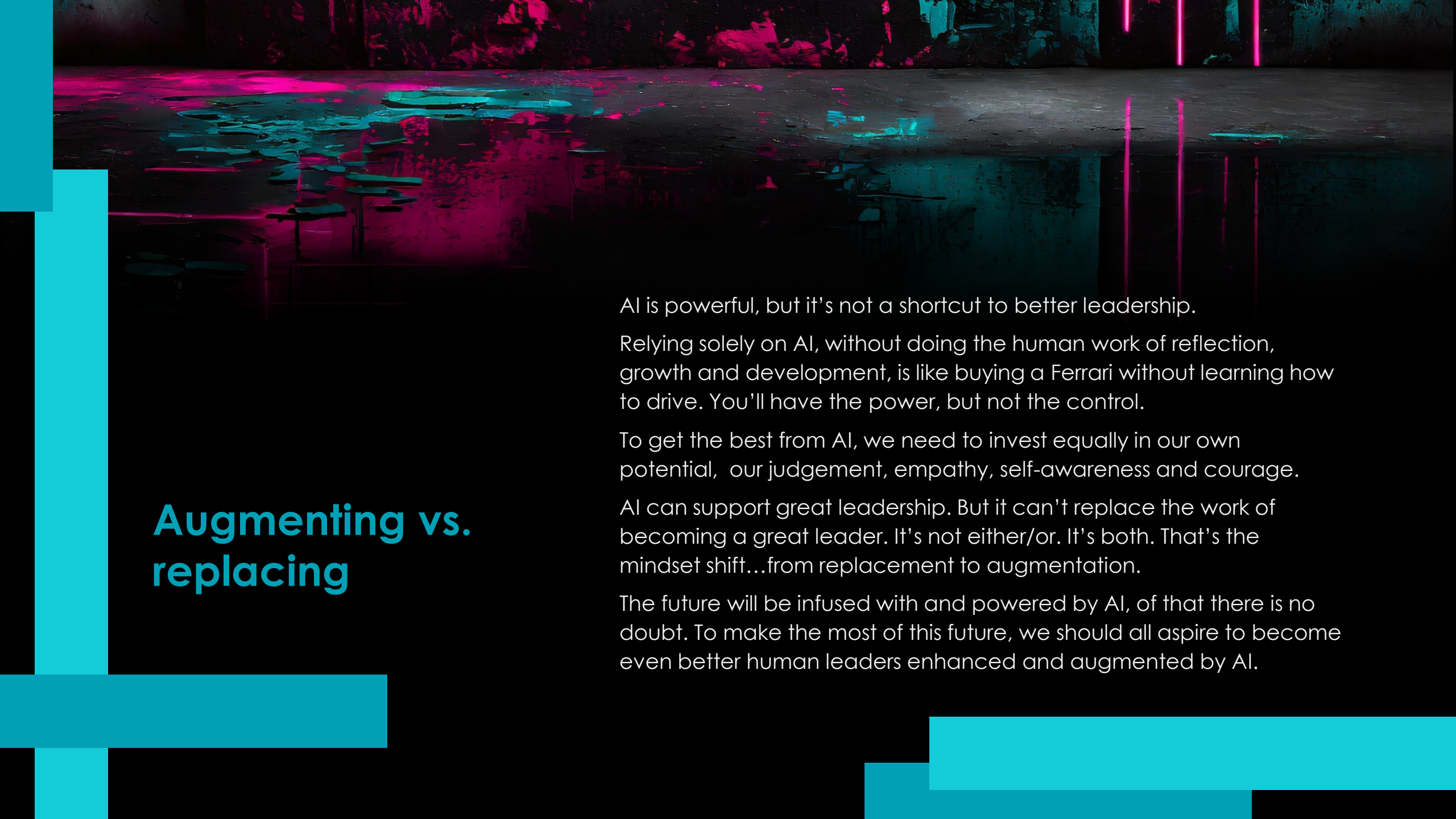
It's not about becoming Iron Man. It's about giving leaders a boost, so they can think more clearly, respond more thoughtfully, and lead more purposefully.

The reality today:

- Cognitively, AI helps cut through noise, make sense of data, and support faster, sharper decisions
- Emotionally, it can offer prompts, insights or nudges to help you better understand people's needs and respond with empathy
- Socially, it can help you read the room, spot patterns in team dynamics, and create more inclusive, psychologically safe spaces

It's not replacing the human; it's reinforcing what makes great leadership great.





Augmenting vs. replacing

AI is powerful, but it's not a shortcut to better leadership.

Relying solely on AI, without doing the human work of reflection, growth and development, is like buying a Ferrari without learning how to drive. You'll have the power, but not the control.

To get the best from AI, we need to invest equally in our own potential, our judgement, empathy, self-awareness and courage.

AI can support great leadership. But it can't replace the work of becoming a great leader. It's not either/or. It's both. That's the mindset shift...from replacement to augmentation.

The future will be infused with and powered by AI, of that there is no doubt. To make the most of this future, we should all aspire to become even better human leaders enhanced and augmented by AI.

What we do at Elev-8

Transforming confidence and capability

We don't just deliver training, we build change-ready leadership cultures. That means working with you to shift leadership habits, embed new behaviours, and create momentum for change. We help leaders model what's possible, challenge the blockers, and build trust in the journey.

Learning experiences

We get that leaders are busy and overwhelmed. Our bitesize learning experiences focus on *how* to lead through change, not just what AI can do. We help leaders make sense of the hype, cut through the jargon, and apply practical tools to support their teams.

Coaching through change

Tools don't shift behaviour, conversations do. We equip leaders with the coaching skills they need to guide others through ambiguity, resistance, and mindset shifts. Whether it's coaching a team member to try something new or helping a team make AI part of their workflow, we make change feel doable.



Helping you with AI readiness

AI readiness: helping people unlock the benefits of AI, without losing the human touch.

Artificial Intelligence is no longer something on the horizon; it's here, and increasingly part of the tools we use every day.

We design programmes to help people become more confident and capable with AI tools like Copilot, and others - using them in practical, human-centred ways to boost performance, not replace it.

The focus is on everyday work: helping teams use AI to save time, solve problems, think more creatively, and communicate better, all without losing the empathy, judgement and clarity that make us who we are.



Why this matters now

We're seeing a sharp divide in many organisations:

- Some people are already experimenting with AI tools and seeing results
- Others are unsure, wary, or simply don't know where to start

At the same time, leaders want to build confidence, encourage smart use of AI, and avoid the risk of shadow adoption or misuse.

Our suggested learning solution meets people where they are, helps them get started safely, and builds a shared foundation of capability and confidence across all levels.



According to Boston Consulting Group's 2025 "AI at work" survey, 83% of UK executives report regular use of generative AI in their roles, but only 21% of front-line workers have received the training needed to use AI confidently.



Start with where people are

Diagnosing where you are now, understanding confidence, capability and current reality. Before we run any workshops, we'll carry out a short diagnostic to:

- Understand where AI currently fits (or doesn't) in people's day-to-day work
- Map current confidence levels and perceived barriers
- Spot bright sparks where AI is already being used well
- Identify pain points, risks, or misconceptions
- Understand where leaders are focused and how that's landing on the ground

Why it matters:

- To make this meaningful, we need to meet people where they are, not where we assume they are
- This helps us tailor the content, language and focus so it feels relevant, not theoretical



What managers need to lead through AI-driven change

AI adoption isn't just a tech shift; it's a people shift. To lead well, managers need confidence in three key areas:

1. AI know-how, not tech speak

You don't need to be a data scientist. But you do need to understand what AI can (and can't) do, so you can spot the opportunities, ask better questions, and make smart calls.

2. Leading through change

AI can spark uncertainty. Managers need the skills to lead with clarity, navigate resistance, and help teams stay focused and energised, even when the ground is shifting.

3. A mindset that looks ahead

This space moves fast. Managers who stay curious, open and ready to experiment will be the ones who shape what comes next, not just respond to it.

Quick win

recommendations:

In-house training - to help managers understand AI tools and their potential, helping them grasp the technical aspects of AI integration.

Cross-functional AI learning opportunities

- encourage managers to collaborate with tech teams, gaining insights into how AI is implemented across the organisation.

AI change agents - equip managers with resources like change management frameworks, toolkits and communication tools to help them lead effectively.

Managers don't need to have all the answers. But they do need to go first.

A learning solution for managers

AI is changing the way teams work, from how we plan and write to how we make decisions and lead others through change.

This practical 3-hour workshop gives managers a safe, hands-on space to:

What we'll cover:

- **Our burning ambition** – how will AI enable your business (expert-led)
- **Augmented human** - how AI can augment what we do (build AI confidence without the jargon)
- **Myth busting** - what AI is and what it's not; the age of AI is here, and it's moving rapidly - the leaders of the next decade are preparing right now
- **Case studies** – spotting the real opportunities for AI to make a difference in your business
- **Reflect and act** - spotting the real use case opportunities
- **Benefits** – the business case vs. the cost of doing nothing
- **Everyday habits** - How to use AI to make everyday tasks easier
 - Sandbox practice:
 - Analyse team performance and engagement trends in real time
 - Use AI tools to personalise feedback and coaching moments
- **Navigate resistance - reframing limiting beliefs and supporting digital confidence**
- **TNTs** – turning intent into action

What people leave with:

- A shared ambition, language **and mindset for AI in day-to-day work**
- A “next Monday” experiment to apply with their own team
- **Human+AI** quick start guide for managers

A learning solution for colleagues

Two fast-paced 3.5-hour, hands-on workshops, delivered either virtually or in person.

Grounded in real work scenarios and examples of everyday AI application, they'll be highly interactive and could include AI experts from within your own business.

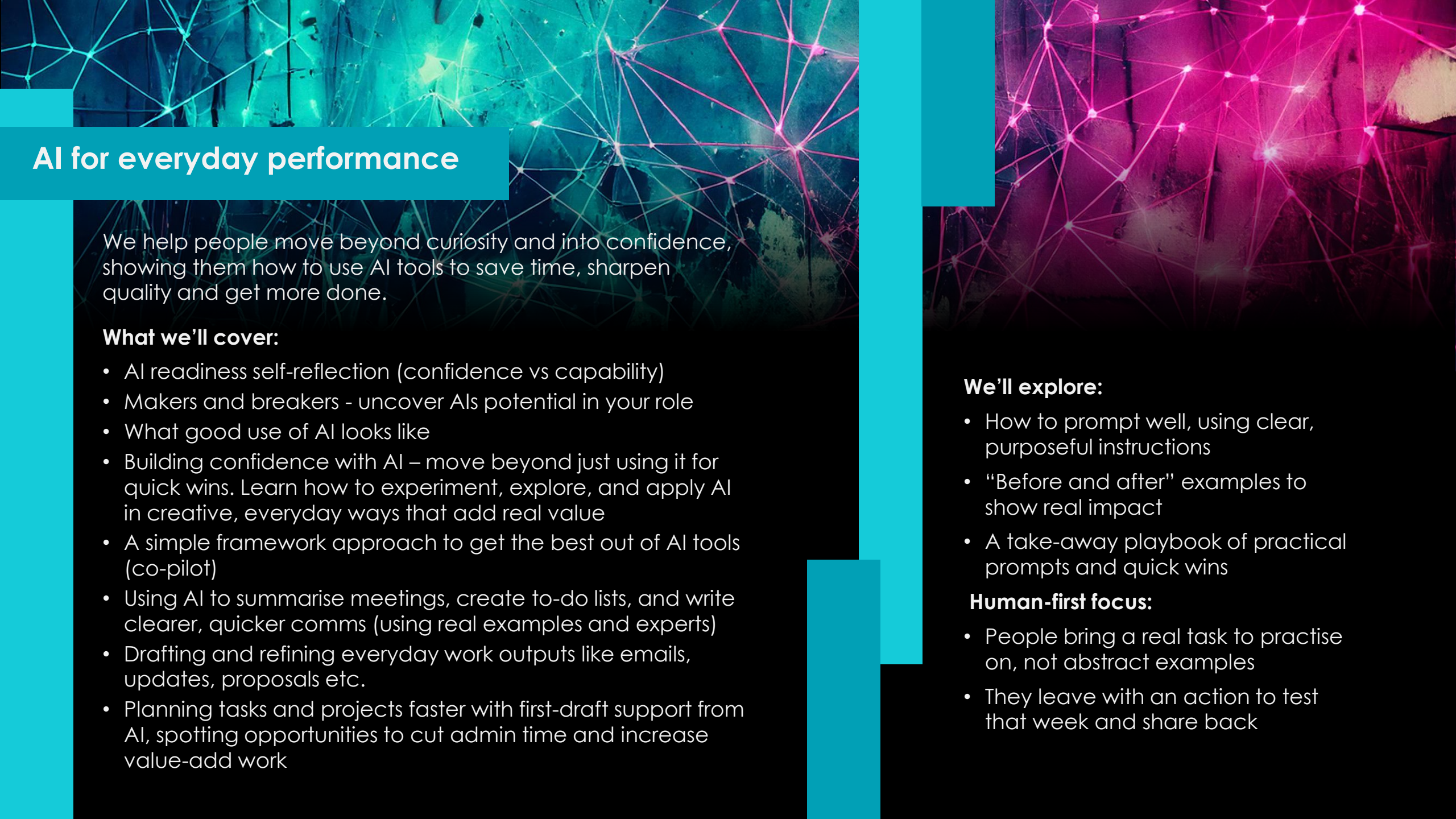
Workshop 1: AI for everyday performance

How to use AI tools to save time, simplify tasks, and get things done faster and better.

Workshop 2: Human-led, AI-augmented thinking

How to use AI to help you think, communicate, and problem-solve more effectively - without losing your judgement, tone or empathy.





AI for everyday performance

We help people move beyond curiosity and into confidence, showing them how to use AI tools to save time, sharpen quality and get more done.

What we'll cover:

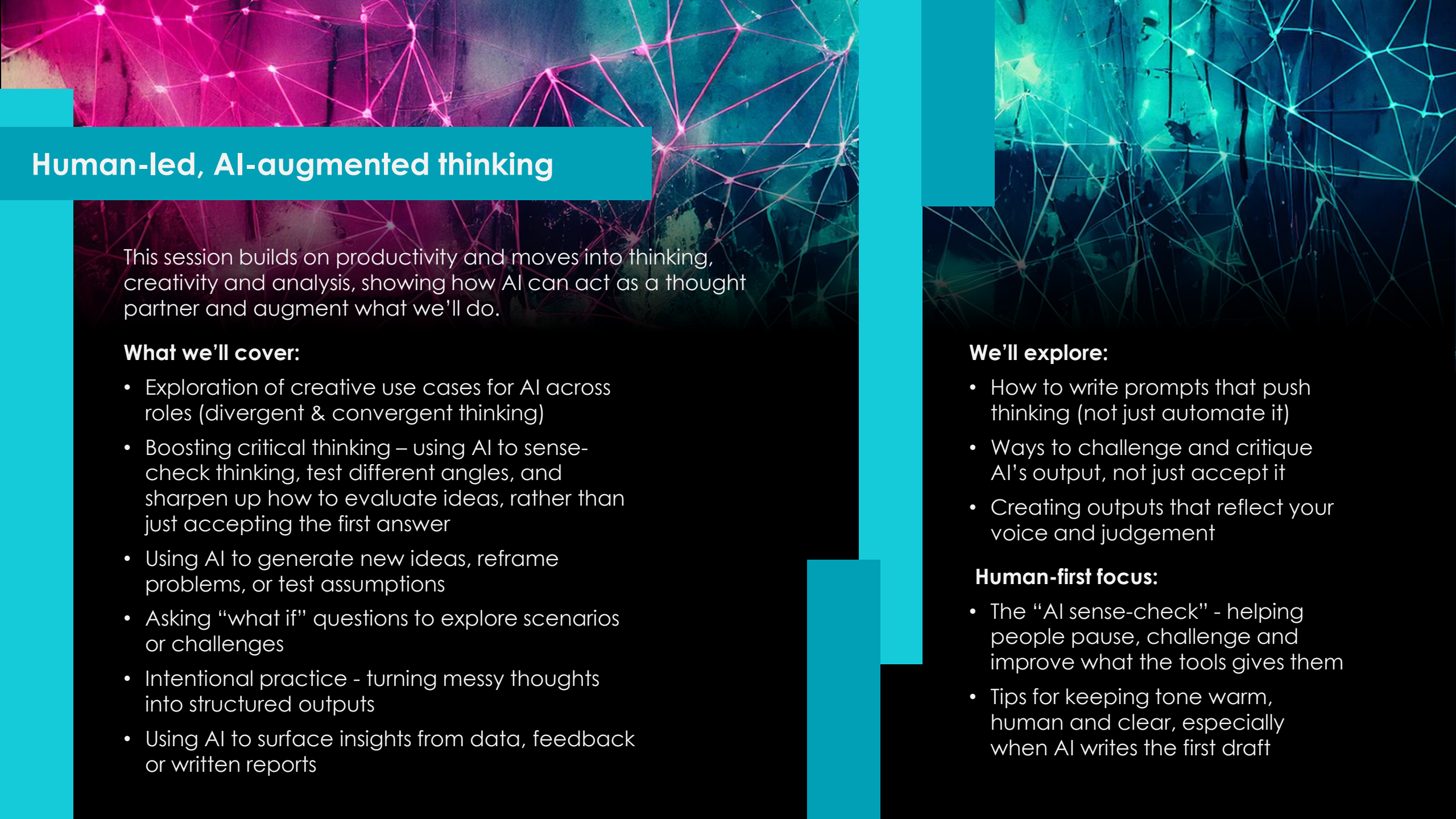
- AI readiness self-reflection (confidence vs capability)
- Makers and breakers - uncover AI's potential in your role
- What good use of AI looks like
- Building confidence with AI – move beyond just using it for quick wins. Learn how to experiment, explore, and apply AI in creative, everyday ways that add real value
- A simple framework approach to get the best out of AI tools (co-pilot)
- Using AI to summarise meetings, create to-do lists, and write clearer, quicker comms (using real examples and experts)
- Drafting and refining everyday work outputs like emails, updates, proposals etc.
- Planning tasks and projects faster with first-draft support from AI, spotting opportunities to cut admin time and increase value-add work

We'll explore:

- How to prompt well, using clear, purposeful instructions
- "Before and after" examples to show real impact
- A take-away playbook of practical prompts and quick wins

Human-first focus:

- People bring a real task to practise on, not abstract examples
- They leave with an action to test that week and share back



Human-led, AI-augmented thinking

This session builds on productivity and moves into thinking, creativity and analysis, showing how AI can act as a thought partner and augment what we'll do.

What we'll cover:

- Exploration of creative use cases for AI across roles (divergent & convergent thinking)
- Boosting critical thinking – using AI to sense-check thinking, test different angles, and sharpen up how to evaluate ideas, rather than just accepting the first answer
- Using AI to generate new ideas, reframe problems, or test assumptions
- Asking “what if” questions to explore scenarios or challenges
- Intentional practice - turning messy thoughts into structured outputs
- Using AI to surface insights from data, feedback or written reports

We'll explore:

- How to write prompts that push thinking (not just automate it)
- Ways to challenge and critique AI's output, not just accept it
- Creating outputs that reflect your voice and judgement

Human-first focus:

- The “AI sense-check” - helping people pause, challenge and improve what the tools gives them
- Tips for keeping tone warm, human and clear, especially when AI writes the first draft

Sustain, scale and keep momentum going

How we help adoption stick and grow. The workshops create the spark. But change needs fuel.

We'll support you with simple ways to embed the learning and build momentum.

Nudge campaigns

- Follow-up emails or Teams nudges to prompt action and reflection
- "Try this this week" micro-experiments
- Links to case studies and prompt libraries

Peer-led stories

- Spotlight early adopters and team success stories
- Create a "show and share" rhythm to keep ideas flowing
- Optional showcase sessions for teams to demo what they've tried

Manager & colleague champions

- Identify and support natural influencers
- Provide content, checklists, confidence and airtime
- Help them model change and be go-to people for others

We're bringing leadership support into the flow of work

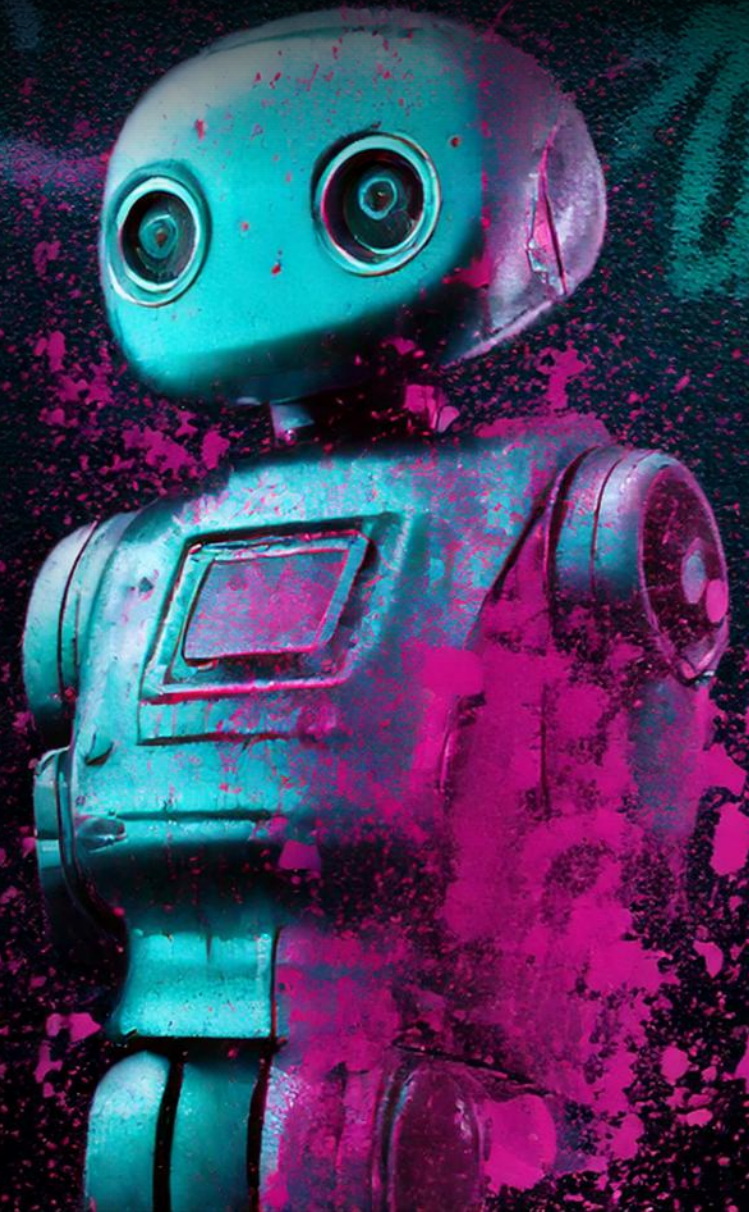
We're excited to be partnering with **Fuse** to develop a smart, conversational leadership bot that can be tailored to your world. It's not a generic chatbot, it's an L&D focused tool plugged into:

- Over **300,000 words** of content from our leadership and management portfolio
- **Organisational specific** HR policies, management practices, leadership language, strategy, frameworks and values
- Guidance, insight and content from your **learning team**

With built-in **guardrails**, the bot creates a psychologically safe space for leaders and managers to:

- **Practise** challenging (and other) conversations in a no-risk environment
- **Ask** questions, reflect, explore and test different leadership approaches
- **Access** relevant, contextualised guidance that helps them lead better and create great team climates

It's a powerful way to extend and personalise learning, build capability, and support leaders in real time.



What makes this different



We're not running technical training.

We're running behavioural, practical learning, rooted in real tasks and designed to stick.

Here's what makes it work:

- It's grounded in everyday work, not hypothetical use cases
- It's accessible to all, plain English, clear actions, no tech-speak
- It's active, people try, test, reflect and apply
- It centres human + AI, not human vs AI

This is adoption that actually takes root, not just awareness that fades.

Keeping it safe, ethical and useful

We'll also help people understand the guardrails, so they can use AI confidently and responsibly.

We'll explore:

- What data should never go in a prompt (IP, customer info, personal detail)
- Spotting bias, hallucinations and errors, and what to do next
- Language, tone and representation - how AI can amplify or damage trust
- Business expectations around AI use and what good looks like

We'll support adoption with simple behaviour nudges and structure:

- **Pre-work:** short survey and a real task to bring to the session
- **Peer sharing:** space to talk about what works and what doesn't
- **Follow-up:** nudges to prompt action
- **Optional AI buddies:** pair people up to experiment and learn

We help people learn the tools and form the habits that make the difference.

Behaviour adoption matters too



What success looks like

Early signs of success:

- People are saving time on admin, comms and routine tasks
- They're sharing tips and success stories with others
- They say they feel more in control, not more overwhelmed

Medium-term outcomes:

- AI becomes a natural part of the workflow
- Teams are thinking more creatively, communicating more clearly
- Time is freed up for human conversations and higher-impact work
- We can work with you to measure these shifts, qualitatively and quantitatively

Let's start here

With a pilot with c.10 managers and 20–25 colleagues from a mix of roles and functions.

From there, we can:

- Tailor examples to your context and ways of working
- Build champions and early adopters who help spread confidence
- Scale support with learning nudges, peer-led sharing and optional AI Q&A sessions

**This is about progress, not perfection.
And it starts with one practical step.**

The cost of waiting

AI is already reshaping how people work, think, and lead. And while it's tempting to wait for more clarity, more tools, or more certainty...the real risk is falling behind while others move forward.

The hidden costs of delay:

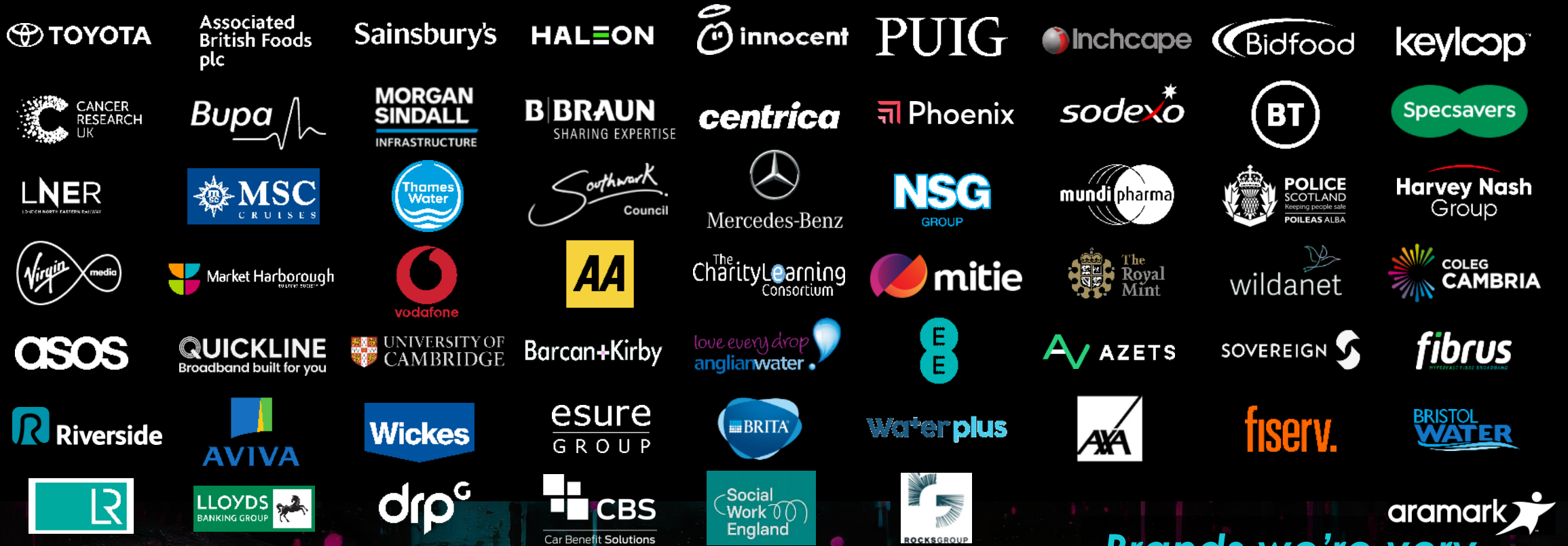
- ✗ **Confidence drops** – teams become passive or anxious when change feels out of reach
- ✗ **Shadow adoption creeps in** – people use AI tools anyway, without guardrails or support
- ✗ **Opportunities are missed** – small wins that could boost productivity or morale go unexplored
- ✗ **Leaders lose credibility** – when teams expect clarity and get silence

The alternative?

- Start small. Build confidence. Experiment safely
- Lead the change, don't wait to catch up to it



You're in safe hands



Brands we're very
proud to be
partnering with

Full programme management

All project aspects from planning to execution and everything in between handled by our team.

Strategic consultancy

We deliver the best activities and resources to drive the best outcomes for your business and people.

Innovative learning experiences

Blended solutions tailored to your audiences and reflecting digital and just-in-time preferences.



**We do the heavy lifting;
you enjoy the results...**



Sean Spurgin

Sean@elev-8.co.uk

07485 467 059



Rob Clarke

Rob@elev-8.co.uk

07496 191 733

