



The Team-Level AI Transformation Program

A research-backed approach to changing how teams work with AI

Most organizations have reached a similar place with AI: individuals are using tools effectively, productivity is up, and experimentation is widespread. **What has *not yet happened at scale* is something more consequential - teams changing how work actually gets done.** Workflows look largely the same. Roles are largely unchanged. And the impact of AI is difficult to see in core business metrics.

The Team-Level AI Transformation Program is designed to close that gap by focusing on **teams - not individuals - as the unit of change.**

What You'll Do

1. Complete the Team Lead AI Adoption Pre-Program Scan

You'll receive an email from Mikaela@teamraderie.com with a link to a short assessment about how your team is currently using AI.

The scan identifies your team's stage of AI activation and recommends the right experience sequence. It measures:

- **I-Index:** Organizational readiness to make GenAI durable
- **A-Index:** How consistently your team is using, learning, and aligning around AI

You'll see your results and recommended schedule immediately after submitting.

2. Book Your Team Experiences

From your results page, book your recommended experiences using your work email address. Program costs are automatically covered.

Experiences are live, virtual 55-minute sessions completed together as a team. They are intentionally spaced 3 to 6 weeks apart to allow time for application between sessions.

3. Personalize Your Team's Experience (Optional)

After booking, log into your Teamraderie Account Center on teamraderie.com to:

- Add notes about your team's goals
- Schedule a pre-experience consult if helpful

You can also use your account center to reschedule your experience up to 72 hours prior at no additional cost.

What Happens Automatically

- You and your team receive the Team-Level AI Adoption Pre-Program Scan once the first experience is booked
- Your team receives email confirmations and calendar invites for all experiences once they are booked
- 72 hours after the final experience, you and your team receive the post-program scan
- Pre- and post-results are compared to measure impact and transformation

What Participating Teams Actually Do

Each participating organization enrolls **five intact or cross-functional teams** that are responsible for real work and real outcomes. These are not pilot groups or innovation committees; they are teams with clear accountability for processes, decisions, or results.

Over a six-month period, each team goes through a structured, lightweight sequence:

1. Baseline the Team's Starting Point

Teams begin by completing a brief diagnostic that assesses:

- How they currently use AI as a team (not as individuals)
- How clearly they align on use cases, experimentation, and learning cadence
- Whether AI is influencing workflows, roles, or outcomes

This establishes a shared starting point and highlights where each team is likely to get stuck.

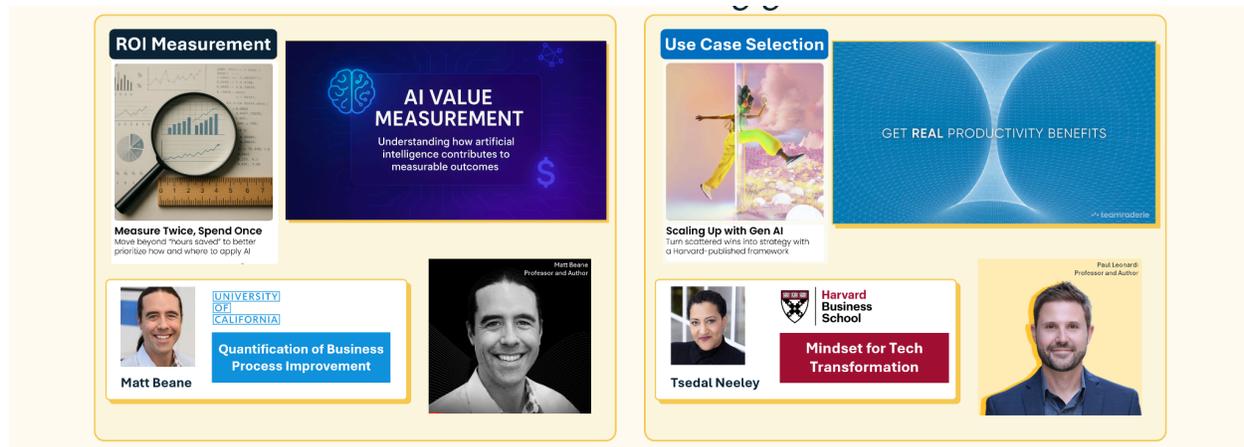
2. Participate in Two Live, Expert-Led Team Sessions

Each team then participates in **two 55-minute live learning experiences**, scheduled around their existing work. These sessions are not lectures or training modules. They are **working sessions**, led by the researchers who developed the underlying frameworks.

In these sessions, teams:

- Identify and refine a concrete workflow or process they are responsible for
- Learn how to select AI use cases that are worth pursuing (and which ones to avoid)
- Design early experiments that fit into real work—not side projects
- Learn how to think beyond “time savings” toward changes in flow, quality, and outcomes

The sessions are highly interactive and tailored to where the team is starting. Different teams take different paths depending on their maturity and challenges.



3. Apply AI Directly to Their Existing Work

Between sessions, teams apply what they’ve learned to the work they are already doing. There is no separate “AI project” to staff or fund.

Instead, teams are guided to:

- Re-examine how tasks are divided across the team
- Test new ways of sequencing, coordinating, or combining work
- Shift effort away from low-value activities toward higher-value contributions

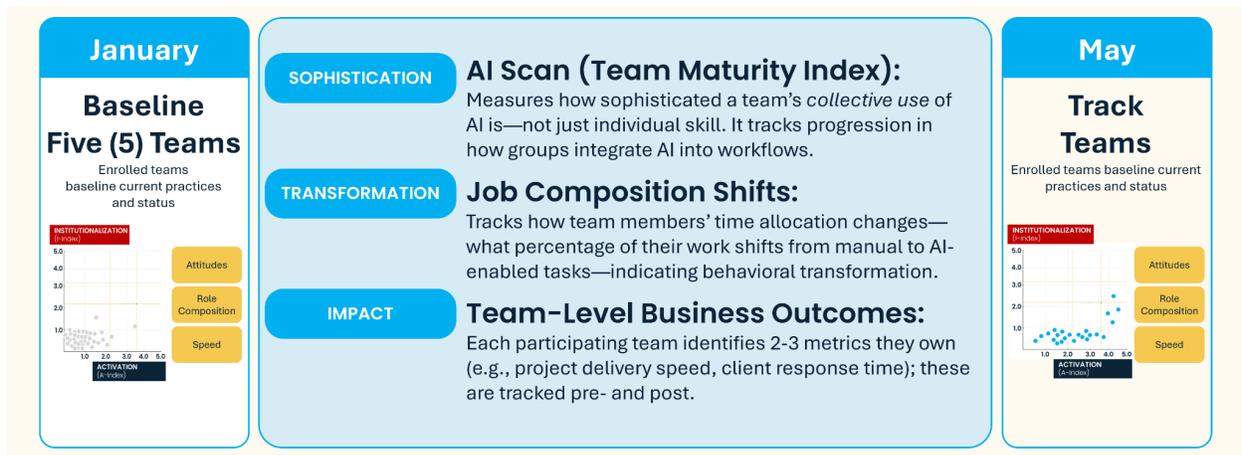
This is where change actually happens: not in the session itself, but in how teams alter their day-to-day practices.

4. Measure What Changed

At the end of the program, teams are re-assessed on three dimensions:

1. **Sophistication of team-level AI use**
2. **Changes in role or task composition**
3. **Movement in a relevant business metric**

Some teams progress quickly; others struggle. That variation is expected—and valuable. The goal is not uniform success, but **clear evidence of what conditions enable teams to move from experimentation to impact.**



What Organizations Gain

For participating organizations, the program produces value on multiple levels:

- **At the team level:**
Teams gain practical capability to rethink how work gets done with AI, rather than layering tools on top of existing processes.
- **At the leadership level:**
Leaders gain evidence—grounded in real team behavior—of what actually works, what fails, and why.
- **At the enterprise level:**
The organization builds a credible foundation for scaling AI adoption based on observed results, not assumptions or vendor promises.

Why This Approach Is Different

Most AI initiatives focus on tools, training, or individual capability. This program starts from a different premise: **AI only creates durable value when teams change how they coordinate, decide, and execute together.**

By combining:

- Research from leading scholars
- Live, team-based working sessions
- Real measurement of behavior and outcomes
- A cross-company learning model

...the Team-Level AI Transformation Program provides a disciplined, low-risk way to move from isolated productivity gains to meaningful organizational change.

Grounded in Top Research

Teamraderie is advised by the top faculty of Harvard Business School and Stanford University. We provide team-based learning experiences that are premised on peer-reviewed and highly-acclaimed research on how to meaningfully change the behavior of workplace teams.

Teamraderie is advised by faculty seeking to expand the accessibility of research on high-performance teams



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