

Team-Level AI Adoption Research Event Key Takeaways

Culture & Mindset

- We are all in it together — AI transformation is a universal experience across teams (functions & roles)
- Reframe the fear: rewrite the script on possibility
- Give teams permission to experiment and fail fast
- Human-centric approach — keep people at the center
- Tailor the approach to your organization's culture

Leadership & Change Management

- Middle management will make or break your AI transformation — they connect the dots and shepherd the change
- Managers must model the learning mindset
- Executive sponsorship is critical — sometimes that's the approach you need
- Build a strong support & advocacy process for teams going through the transition

Strategy & Execution

- Concentrate — start small
- Clearly identify the outcome you want to achieve before choosing tools
- People inform tools; tools don't inform people — fit the tech around the process
- Don't rely on AI vendors to solve your problems — own the solution
- Program management is ideal for keeping transformation on track

Measurement & Learning

- Turn experiments into real KPIs and business results — put points on the board
- Collect more examples & case studies (versions of success and failure) to tailor the framework
- Track team feedback & performance as a measure of AI adoption health
- Return on your people > ROI