

LEADING YOUR TEAM THROUGH AI CHANGE



Your team does not need you to have every answer. They need you to stay human while things change.

MOST PEOPLE ARE NOT AFRAID OF AI.
THEY ARE AFRAID OF BEING LEFT BEHIND.

WHAT YOUR TEAM MAY BE THINKING (BUT NOT SAYING)

"Will AI replace me?"

"I am not a tech person."

"Everyone else already gets this."

"Does my experience still matter?"

♥ SAY THIS

- "Your experience matters even more now."
- "We will learn this together."
- "It is okay not to know yet. Ask me anything."

⚠ BE CAREFUL WITH THIS

"AI will save us so much time."

Your team may hear: "We will need fewer of you." Say what the time is for: more time for people, ideas, and the work only humans can do.

THE TWO-MINUTE TEAM CHECK-IN

Start a meeting with it. Phones down.

Each person answers one:

"One thing AI helped me with this week."

"One thing I am still unsure about."

"One thing only a human on this team can do."

SMALL STEPS

Do not try them all. Pick one.

- Learn one AI tool in front of your team, mistakes and all.
- Pair someone curious with someone cautious.
- Celebrate a human win, not just a faster one.
- Keep one meeting a week screen-free.

TRY THIS BEFORE YOUR NEXT TEAM MEETING

Take a photo of this page and upload it to AI.

"My team is facing [this change]. What might they be worried about that they are not saying? Give me three ways to open that conversation."

Want this for your team? Nancy offers talks and workshops:

drnancyrichmond.com/speaking

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