

Team Discussion Guide

One conversation. One person. One practical commitment.

A new companion resource: a 30-day plan based on the book's framework. It is not an additional book chapter, a certification, or a promise of measured business results.

Prepare together | 5 minutes

Read the free introduction or a section your group has already read. Choose a facilitator. Discuss situations without identifying employees, sharing private records, or uploading confidential information to an AI tool.

Discuss the leadership choice | 15 minutes

1. Machines do. What preparation could AI help with: organizing non-sensitive information, generating questions, or rehearsing another perspective? What should it not decide?
2. Managers decide. Which assumption needs checking? What context is missing? Who remains responsible for the decision and its consequences?
3. Leaders develop. Whose goal or contribution needs more attention? How will you ask and listen instead of deciding what matters to them on their behalf?
4. If time is recovered, what specific leadership action will receive some of that time? Distinguish a useful intention from an action you will actually schedule.
5. The Human + AI Work Matrix. Pick one task your team does every week. Is it Human Only, Human + AI, AI + Human Review, or Safe to Automate? What would have to be true to move it to another category?
6. The Frontline AI Data Rule. Green means go within approved use. Yellow means pause and check. Red means stop in an unapproved system. Which of your real situations are Yellow or Red, and what will you do instead?

Make the commitment | 10 minutes

Use page 2 to choose one conversation, one commitment, and a follow-up date. Share only what is appropriate. Each participant owns the real conversation and the next step.

Read the free introduction and explore the book

Your 30-day leadership plan

Machines do. Managers decide. Leaders develop.

Person to support (use an initial or role, not sensitive details)

A goal I need to understand through listening

The conversation I will prepare and have

How AI may help me prepare without making the decision

The assumptions and facts I will verify directly

My specific leadership commitment

Conversation date and follow-up date

At the follow-up

What did I actually do? What did the person say matters to them? What changed, what did not, and what is the next agreed step? Do not claim an outcome that has not been observed.

More practical prompts in the free Field Guide