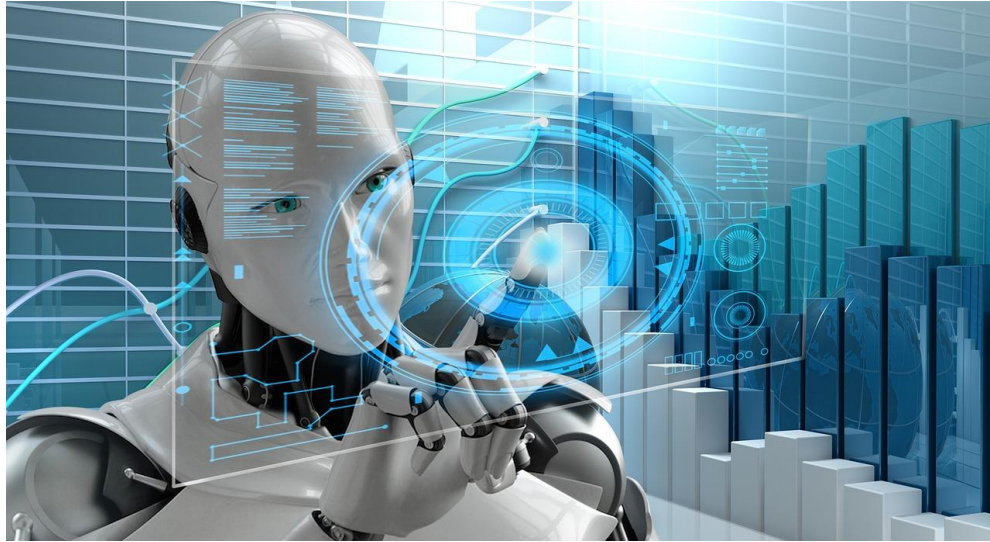


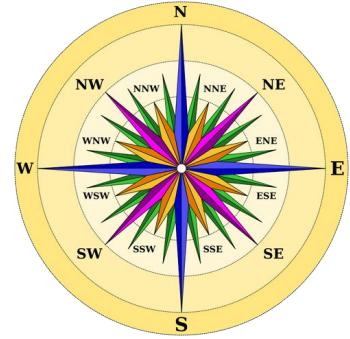


# *Embracing AI: Reshaping the Coaching Paradigm*



In a world shaped by visions of *Terminator* and *Minority Report*, AI often evokes a visceral sense of trepidation. Concerns loom large about AI usurping our roles, even as its potential to create a more nuanced and efficient future beckons. The truth is, AI doesn't seek to replace but to complement.

# Fundamentals - What does AI do?



## Coaching typical focal areas:

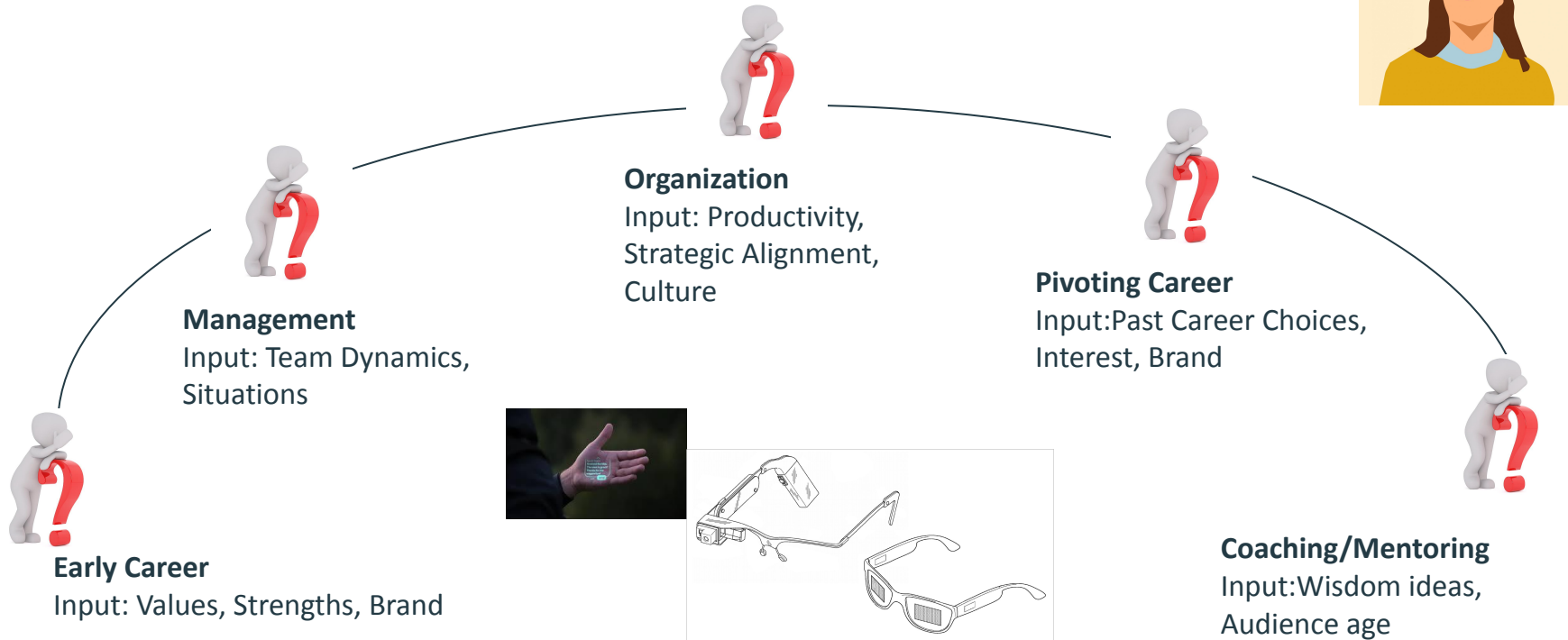
- **Perfectionism:** Fear of tasks not being executed to their high standards.
- **Lack of trust:** Managers may not trust their subordinates' abilities or reliability.
- **Micromanagement:** A tendency to control every detail can hinder delegation.
- **Insecurity:** Fear of being outperformed by subordinates can lead to non-delegation.

AI is more  
comprehensive

## Aid of AI about focal areas:

- **Perfectionism:** The belief that no one else can achieve the same quality of work may lead individuals to take on too much themselves.
- **Lack of Trust:** Concerns about the reliability, skills, or commitment of team members can result in reluctance to delegate.
- **Fear of Loss of Control:** Some leaders fear that delegating tasks will lead to a loss of control over the project or outcome.
- **Inadequate Training:** If team members are not properly trained, a leader may not feel confident delegating tasks to them.
- **Fear of Diminished Importance:** Some individuals may feel that if they delegate their work, they will become less valuable or replaceable within the organization.
- **Guilt:** Leaders might feel guilty for loading others with extra work, especially if they perceive their team is already busy or stressed.
- **Lack of Time:** Ironically, the time it takes to explain tasks and delegate effectively can be a deterrent, especially if a deadline is looming.
- **Enjoyment of the Task:** Sometimes leaders enjoy the work they do and may not want to delegate tasks they find personally satisfying.
- **Misconception of Productivity:** There's a common misconception that doing more oneself equates to higher productivity.
- **Lack of Confidence in Delegation:** Leaders may not understand how to delegate effectively, which can lead to poor experiences with delegation in the past.
- **Need for Recognition:** Some may feel that they will receive more recognition if they complete tasks themselves rather than sharing credit with others.
- **Poor Communication Skills:** If a leader struggles to communicate effectively, they might avoid delegation to circumvent potential misunderstandings.
- **Unclear Job Roles:** When roles and responsibilities are not clearly defined, it can be difficult to know which tasks should be delegated to whom.
- **Lack of Delegation Skills:** Delegating effectively is a skill, and without training or practice, leaders may not be adept at it.
- **Previous Negative Experiences:** Past experiences where delegation led to poor results can make leaders wary of repeating the process.
- **Desire to Develop Skills:** Sometimes leaders take on tasks themselves to develop their own skills, rather than delegating them to others.
- **Micromanagement Tendencies:** Leaders with micromanagement tendencies may struggle to hand over responsibility to others.
- **Fear of Overburdening Others:** Leaders may avoid delegation to prevent overloading team members with too many responsibilities.

# Career Cycle leveraging AI



# Ethics and Privacy

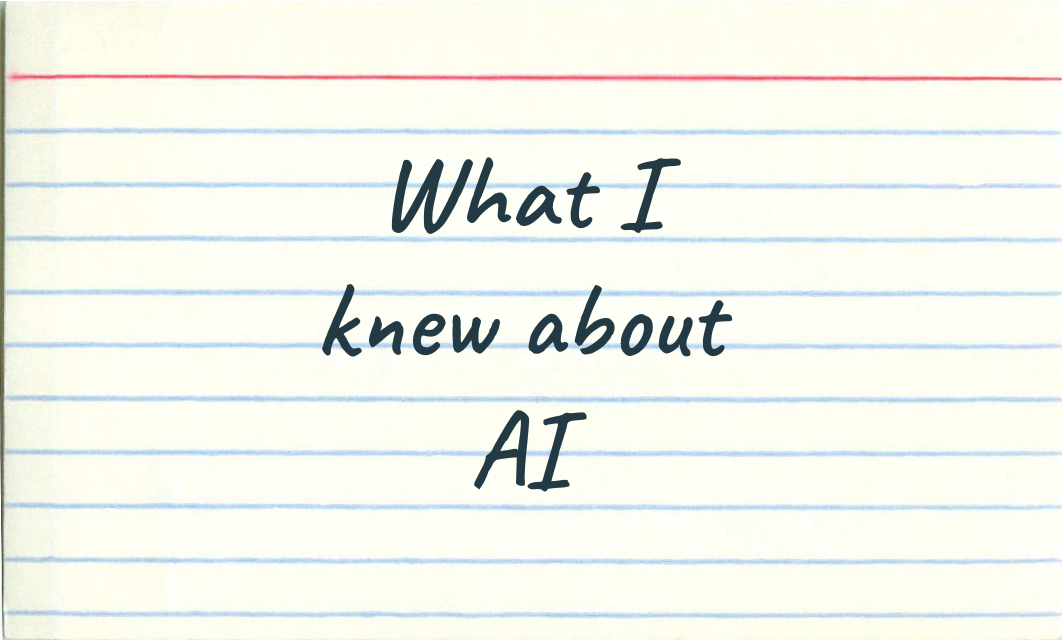
Accuracy

Drift

Right to be Forgotten



# My AI Journey

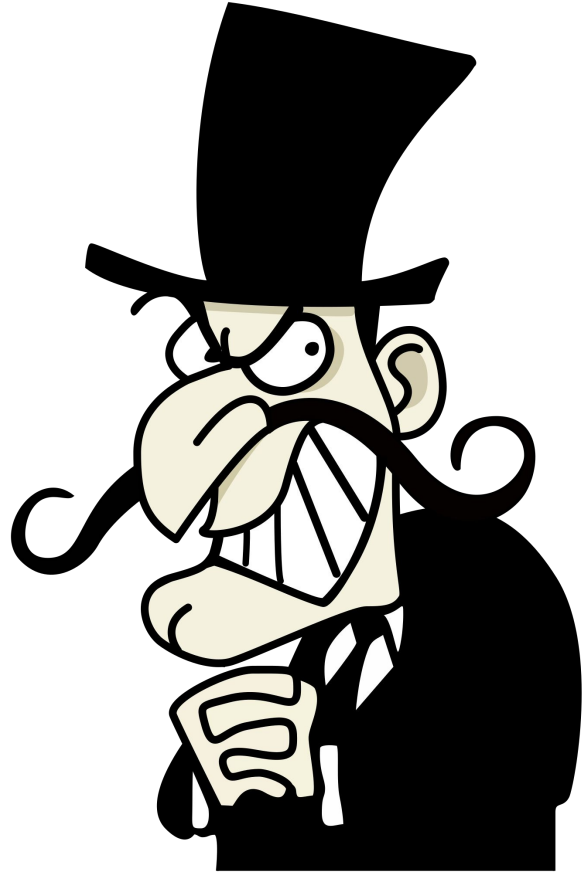


What I  
knew about  
AI

# How I “met” AI







**A repository of  
illegal “stuff” for  
cheaters**

# How I was Playing AI Game?



# Now



*What I know about AI*



Paperbell 

Torch



Refound

**Cultivate: 360 Feedback &  
Intelligent Coaching**





# How Are You Playing The AI Game?



# What? So What? Now What?

**What?**

**“Describe What  
Happened”**

**So What?**

**“Make Sense of  
it”**

**Now What?**

**“Next Steps”**

Model was created by Terry Borton in the 1970's

# What?

NAVIGATING  
HUMAN CONNECTION AND COACHING  
IN A WORLD OF AI

Coaching  
Modality

AI Savvy

Coaching Focus



# So What?

How Has Your Thinking Shifted?

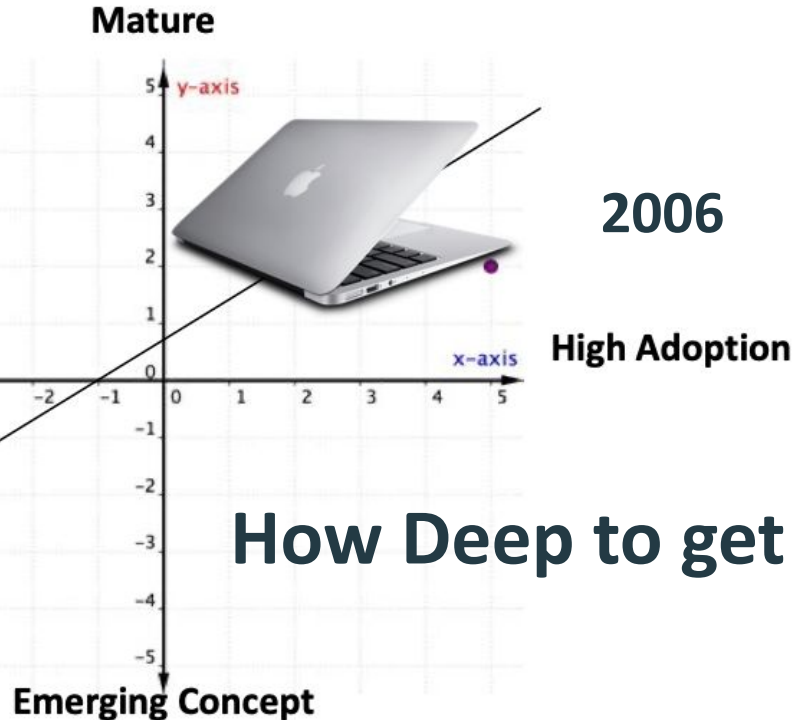


*Where were you? Where are you now?*

# Now What?

When to get in?

1983



How Deep to get in?

What are 1 or 2 things you commit to doing?  
(Remember, they can be wildly unambitious)



*Breakout in pairs - Take Turns Answering this Question  
(10 Minutes)*

