Exercise Breakdown: Discussions vs Concrete Practice vs Conclusions (Complete Format)

LESSON 1: EDGE + AI-Native Foundations

LESSON SECTION	DISCUSSIONS (Connections)	CONCRETE PRACTICE	CONCLUSIONS
1.1: Welcome & Orientation	**Discussion 1: Fast Pass - "What Kind of Change Are You Feeling?"** (5 min) • Go around table with introductions • Share: Name, role, location • Complete: "Ever since ChatGPT went viral, the world is..." • Optional prompts for EDGE forces	**Exercise 1: EDGE Reaction Line-Up** (10 min) **Instructions:** Go stand by the sign that's had the biggest impact on their role or industry: • **Exponential** - "Things are speeding up way faster than expected" • **Disruptive** - "Our old ways of doing things are suddenly not working" • **Generative** - "New tools are helping create things we used to do manually" • **Emergent** - "Stuff is happening that we didn't plan for—and don't fully understand yet" **In your group, discuss:** • "Why did you pick this one?" • "Where have you seen it in action?"	**Exercise 2: Looking Ahead** (5 min) • Individual reflection: "One question I hope this course answers..." • Write down or share in chat
1.2: Introduction to AI-Native	**Discussion 2: What Comes to Mind?** (5 min) • Pair discussion about "AI-Native" phrase • First thoughts and feelings • No wrong answers	**Exercise 3: What AI-Native Means to Me** (10 min) *Multi-step activity:* **Activity: "Translate the Definition" (Individual then Affinity Group)** **Step 1: Individual Reflection** Each person answers: • "What does it look like to relentlessly embed AI in my work?" • "What's one example of how my org could structurally bake in AI?" Write 1 sticky note per definition (Professional & Org) for your domain. **Step 2: Find the Patterns** In your group, affinity group your organizational sticky notes and identify and share patterns you see across your organizations.	**Exercise 4: One Word Check-In** (5 min) • Write one word about AI-Native feelings • Hold up sticky note • 2-3 volunteers share reasoning

LESSON 2: AI Technical Foundations

LESSON SECTION	DISCUSSIONS (Connections)	CONCRETE PRACTICE	CONCLUSIONS
2.1: AI Basics	**Discussion 3: "Explain It to Someone's Grandparent"** (AI Basics) • Pair up and explain AI, ML, DL • 1-2 minutes each person • Make it simple and clear • Flag confusing or technical terms	**Exercise 5: "Model Match-Up"** (AI Basics) **Instructions:** Each table receives a deck of 8–10 real-world use case cards (e.g., Netflix suggestions, Siri, facial recognition, ChatGPT, traffic prediction, spam filters) **Task 1:** Sort each card into AI / ML / DL (some may fit more than one — this drives debate). **Task 2:** For each, define the kind of input (e.g., user data, images, past behaviors) and output (e.g., suggestions, alerts, actions).	**Exercise 6: "What Changed Your Mind?"** (AI Basics) • 1 min solo: What would you explain differently? • 3 min table synthesis • 1 volunteer shares collective insight
2.2: Data	**Discussion 4: "Data as a Design Decision"** (Data) • Scenario: Global music playlist generator • Discuss impact of English-only data • Consider age demographic limitations	**Exercise 7: "Bad Data Risk Assessment"** (Data) **Instructions:** **Task 3:** Mark any 'bad data' risk point on the card (e.g., skewed inputs, noisy training data, missing labels). **Facilitator circulates, prompting questions:** • 'Would this still work if it had half the data?' • 'What assumptions is this model making about the user or context?'	**Exercise 8: "Where Bad Data Hurts Most"** (Data) • Individual reflection on your work • Identify 2-3 high-impact bad data areas • Record answers in workbook
2.3: LLMs - The Mind Behind The Curtain	**Discussion 5: "Language Challenges for Machines"** (LLMs) • Pair discussion: What's hard for machines? • Write ideas on sticky	**Exercise 9: "Be the Model: Token-by-Token Prediction"** (LLMs) **Instructions:** 1. Facilitator writes a simple prompt on the board: "The CEO stormed in...The meeting was..." 2. At each table, learners take turns suggesting the next word. 3. Each person acts as the 'model' and selects the most probable word based on group suggestions. So one person will complete one token then move to the next person 4.	**Exercise 10: "Why Context Is Everything"** (LLMs) • Silent reflection: Role of context in predictions • Debrief: How did more words help? • When was the model

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	notes • Examples: sarcasm, tone, emotion	Continue for 6–8 tokens. 5. Then reveal the ChatGPT output for the same prompt. **Debrief:** • What helped or hurt your predictions? • What assumptions did you make about tone, style, and purpose? • What could go wrong if the model misunderstood your intent?	most likely to go off track?
2.4: Prompting + Safe Use	**Discussion 6: "Prompt Autopsy"** (Prompting) • Pairs share prompt wins and fails • Discuss what made the difference • Capture on board as "Wins" and "Fails"	**Exercise 11: "Decision Support Prompt Lab"** (Prompting) *Multi-step activity:* **Step 1: Quick Decision Prompt (2–3 min)** Write your own quick decision prompt using this format: "I'm a [your role]. I need to make a decision about [brief issue]. What are 3 options I should consider, and what are the trade-offs of each from my point of view?" **Step 2a: Fill in the Anatomy of a Problem (3 min)** Now add real context. Fill in each of these: • Role: [your role] • Who is involved? • What is the challenge or decision? • Where is it happening (team, system, etc.)? • When is this happening or when is a decision needed? • Why does this matter (what's at stake)? • Preferred output format: [pros/cons, table, ranked options, recommendation, etc.] **Step 2b: GPT Prompt – Turn It Into a RISE Prompt** Copy-Paste This Prompt into GPT: "Using the information below, generate a clear and effective prompt using the RISE format. Don't lose any important context. The output should have 4 labeled sections: Role, Input, Steps, and Expectation." Then paste your anatomy from Step 2a **Step 3: Model Testing** Test Your Optimized RISE Prompt in Two Models: • GPT-4 (ChatGPT) •	**Exercise 12: "Next Time I Prompt..."** (Prompting) • Solo reflection: What will you do differently? • Table share improvements • Group capture under "Smarter Prompts = ___"

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		Another model like Claude, Gemini, or Perplexity Compare Outputs Based On: • **Clarity:** Which one was clearer and easier to understand? • **Relevance:** Which response fit your real situation better? • **Usefulness:** Which gave more practical or insightful solutions? • **Tone & Confidence:** Which sounded more trustworthy or professional in delivery?	
2.5: RAG	**Discussion 7: "Can ChatGPT Answer This?"** (RAG) • Consider company-specific prompts • Discuss: Can ChatGPT answer well without help? • Set up need for RAG	**Exercise 13: "GPT vs RAG on Employee Handbook"** (RAG) *Multi-step activity:* **Step 1: Ask GPT (without RAG):** Prompt: "What is the parental leave policy at The Venue Network?" Observe the output: Does it confidently guess? Is it vague, overly generic, or inaccurate? **Step 2: Ask the same question in a RAG-enabled environment:** Load the employee handbook (RAG mode). Ask: "What is the parental leave policy at The Venue Network?" **Step 3: Compare:** • Which version gave actual policy details? • Did either include source references or cite page numbers? • Which answer would you rely on if you were making a decision as an employee or manager? **Test Questions from the Handbook:** (These are designed to trip up a vanilla model unless it's paired with the handbook.) • What benefits does The Venue Network provide after 90 days of employment? • How much PTO can be carried over at the end of the fiscal year? • What is the bereavement leave policy for a domestic partner's child? • What are the rules around ending employment with unused	**Exercise 14: "What Data Do You Need to RAG?"** (RAG) • Solo reflection: What content would create value if connected to AI? • Table share RAG-worthy data • Group capture examples

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		PTO? • Under what conditions will COBRA benefits be offered to former employees?	
2.6: Agentic Workflow Primer	**Discussion 8: "If You Had a Team of You..."** (Agents) • Table discussion: Clone yourself into 3 AI assistants • What would you assign them? • Think beyond simple automation	**Exercise 15: "Design Your Agent Assistant"** (Agents) *Multi-step activity:* **Step 1: Build a Human + 1 Agent Workflow (16–18 min)** Instructions: Choose a real task or workflow you own (e.g., onboarding a client, summarizing weekly reports, handling incident alerts). Prompt GPT using this starter: "I want to design an AI assistant that helps me with [describe task]. I'll provide details, and I want you to help define the agent's job, inputs, tools, and output." Add details like: • What's the goal? • What's your part vs. what the agent does? • What systems or info does the agent need? • What does success look like? Collaboratively refine the design with GPT: • Prompt for better structure, clearer handoff, or more robust coverage • Ask: "What's one improvement this agent could make after each run?" **Step 2: Prompt GPT to Imagine Scaling It (5–7 min)** "How could this single-agent design evolve into a multi-agent workflow? What other agents could take earlier or later steps? What would each specialize in?" Use GPT to explore agent orchestration (e.g., planner → executor → reviewer) Optional: Add to the sketch or describe it verbally to peers	**Exercise 16: "If This Worked Perfectly..."** (Agents) • Solo reflection: How would your week change? • Gallery walk: Share examples per group • Debrief speed gains, risk reduction, team impact
2.7: Frontiers in AI	**Discussion 9: "What's Coming That You Can't Stop Thinking About?"** (Frontiers) •	**Exercise 17: "Postcard from the Future"** (Frontiers) **Instructions:** At your table, imagine a moment in the future—any year you choose. On a flipchart, write a postcard-style message beginning with: ✉️ "The year is [____] and here's what AI is doing in	**Exercise 18: "From Vision to Value"** (Frontiers) • Room discussion: How do organizations turn vision into value? •

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	Share AI hopes that feel "not quite real" • Capture under "Frontier Desires"	our world..." That could be: • Helping you onboard teammates before they're hired • Designing your product strategy while you sleep • Making wild mistakes you now laugh about • Or... quietly running everything in the background Be as practical or ambitious as you want—what's changed in your workflows, your company, or even your industry? Keep it short, fun, and bold. Then post your "future postcard" on the wall. Optional share-out: One volunteer reads a favorite line.	Listen for experimentation, leadership buy-in

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LESSON 3: The AI-Native Operating Model

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3: The AI-Native Operating Model	**Discussion 10: Current State Check** (5 min) • Table discussion: "How are we actually using AI?" • Be honest about reality vs aspiration • Optional whiteboard capture	**Exercise 19: Success Factor Application** (15 min) *Multi-step activity:* **Instructions:** **Pick a Success Factor** Review the 7 AI-Native Success Factors. Prompt: "Which one feels most within your control to start living out in your day-to-day work?" **Define How You'll Apply It** Prompt: "What would it look like if you started modeling this success factor in how you work or lead right now?" Examples: • Upskill Relentlessly → Block 1 hour/month for hands-on AI learning and share notes with team • Tell the Full Story → Start adding use-case evidence to every AI recommendation • Embed AI into the Everyday → Automate 1 report or feedback loop using a simple GenAI tool **Create a Micro-Plan** Prompt: "What's your first move? Who needs to know? How will you track if it's working?" Optional fields: • Action (What I'll do) • Start Date • Who It Helps • What Success Looks Like **Share Your Plan with your table** Invite a few volunteers to share theirs	**Exercise 20: Room Debrief** (5 min) • 2-3 volunteers share with group • Share chosen Success Factor and specific move • Listen for creative applications and insights

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LESSON 4: Workflow Redesign + Implementation

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4.1: Workflow Baseline Lab & Redesign with AI Step	**Discussion 11: Make a Sandwich** (Workflow Baseline) • Table turn-taking activity • Explain favorite sandwich step-by-step • 30 seconds or less, be specific	**Exercise 21: Workflow Mapping & AI Integration** (Workflow Baseline) *Multi-step activity:* **Step 1 (10 min): Sketch It** **In Public Classes:** "Map your own workflow. From when you take over, to when you hand it off. Use sticky notes or sketch on paper." **In Private Classes:** "Map your team's shared workflow—from intake to handoff. Collaborate and agree on the real steps." **Prompts to guide:** • What triggers the work? • What's the first thing you do? • What tools or info do you use at each step? • When does it end? • Where does the baton pass? Encourage movement: stand up, use walls/boards. **Step 2 (15 min): Add AI Opportunity Markers** Prompt: "Now scan your map. Where do you think AI could help?" "Mark those steps with a ⭐ — where GenAI could write, fetch, summarize, route, check, or generate."	**Exercise 22: From Mapping to Momentum** (Workflow Baseline) • Table discussion about mapping insights • What did you see that you don't usually think about? • Where did friction show up most clearly?
4.2: Operate & Reinforce	**Discussion 12: What Makes a Habit Stick?** (Operate & Reinforce) • Pair share about successful habits • What made it stick? Visibility, repetition, support? • How to make AI workflow sticky?	**Exercise 23: Pick Your Tracker** (Operate & Reinforce) **Instructions:** **Step 1** – Reopen the Workflow You Mapped Pull out your redesigned workflow from the last session—on sticky notes, sketch, or digital. **Step 2** – Pick Your Tracker Say: "You have two ways to track your reps going forward. Pick the one you're most likely to use after class—and we'll practice that now." You can choose: ✅ Our Platform Tool — log your first entry digitally 📄 Excel Tracker — fill out your first log manually **Step 3** – Log Your First Entry (5–7 min) **If using the Platform Tool:** • Open a new workflow	**Exercise 24: What's Your Pattern?** (Operate & Reinforce) • Discussion: When in your week would this fit? • How to create habit trigger? • Calendar ping, morning coffee, team meeting?

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		log • Fill in: Workflow title, Step-by-step sequence, AI-augmented step(s), Friction it addresses • Save or log your first rep • Facilitator floats to assist **If using the Excel Tracker:** • Open the template or paper copy • Fill in: Task name + trigger + outcome, Workflow steps + tools + friction, Highlight AI-enhanced step(s), Add 3x run plan (day/time/context) • "What I'll watch for" (impact)	
4.3: Document & Share	**Discussion 13: How Do You Know It's Working?** (Document & Share) • Discuss good communication about results • What signals success to leadership vs peers? • Optional board split: internal vs external credibility	**Exercise 25: Draft Two Signals** (Document & Share) **Instructions:** 🟢 **Internal Update** Imagine you implemented your previous AI enhanced workflow and was successful. Write 3–4 bullets that answer: • What was the old way? • What did you do with AI? • What improved? • What's your next step? 🧠 Audience: boss, team lead, peer group 🔵 **External Signal** Write a short LinkedIn-style post: • "Tried X this week with [AI tool]." • "It helped with..." • "Here's what I learned..." • "Curious how others are tackling Y?" 🧠 Audience: peers, future collaborators, industry observers 💬 Optional: draft a visual (screenshot, chart, template) to go with it	**Exercise 26: From Doing to Showing** (Document & Share) • Reflection: What did you notice writing both versions? • Who will benefit if you share this?

LESSON 5: Opportunity Assessment + Roadmapping

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5.1: AI Opportunity Jumpstart	**Discussion 14: Identifying System Bottlenecks** (AI Opportunity Jumpstart) • Pair discussion about team process delays • Quick poll: identify 3-4 high-frequency bottlenecks	**Exercise 27: AI Opportunity Assessment** (AI Opportunity Jumpstart) *Multi-step activity:* **Instructions:** **List two candidate team workflows.** Each learner (or table) writes two on sticky notes. **Map each at very low fidelity (3–5 bullets).** Focus on hand-offs; if solo & unsure, paste what you know into GPT to expand to ~7 steps. **Pick one step per workflow where AI could help.** Identify the constraint or repetitive micro-task. **Tag the likely pattern for that step.** Chat, RAG, or Agent → yields an Effort band 1-5. **Plot the step on the Value × Effort grid.** Add icons: ✅ Data available, ⚠ High risk, ❤️ Sponsor eager. **Circle the sweeter spot** (highest Value, lowest Effort, good Data Fit, tolerable Risk, warm Sponsor) and draft one backlog card: "Automate ticket triage – owner Jess – Chat pattern – target go-live 30 days." **Upload grid photo + card to the cohort board.**	**Exercise 28: Reflection & Commitment** (AI Opportunity Jumpstart) • Quick-write: Which consideration was hardest to rate? • Commit: Book sponsor chat or invite teammates
5.2: 30-60-90 Roadmap	**Discussion 15: From Knowledge to Action** (30-60-90 Roadmap) • Pair share: What are you excited to apply? • What gets in the way of action?	**Exercise 29: Personal Roadmap Development** (30-60-90 Roadmap) *Multi-step activity:* **Step 1: Draft Your 30–60–90 Plan (15 min)** Use the worksheet (or slide/table). For each horizon, write: • Your goal • 1–2 actions • 1 blocker you might face • 1 workaround you could try Examples: • 30: "Run GPT 3x on team report; blocker = time; workaround = block 30-min AI hour weekly" • 60: "Pitch AI rework to design team; blocker = unsure how; workaround = co-draft with AI buddy" • 90: "Share before/after	**Exercise 30: From Someday to Today** (30-60-90 Roadmap) • Reflection: What can you now do that you couldn't before? • What part of action plan excites you most?

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		results with manager; blocker = no clear format; workaround = use course tracker template" **Step 2: Glow + Grow Shareout (10–15 min)** In table groups: • Share your plan out loud • Partners give one Glow (something great) • And one Grow (a suggestion or new angle) • Optional gallery wall or live coaching from facilitator if time allows	

LESSON 6: Advocacy + Influence

LESSON SECTION	DISCUSSIONS (Connections)	CONCRETE PRACTICE	CONCLUSIONS
6.1: Pitch Crafting	**Discussion 16: From Learning to Leading** (Pitch Crafting) • Individual reflection: What would you tell CEO you learned? • Share with partner	**Exercise 31: Table Pitch Development** (Pitch Crafting) **Activity: Table Pitch – Craft and Deliver the AI-Native Case** At each table, learners co-create a shared 3 to 5 max -minute spoken pitch using the 3-part structure: • EDGE Worldview: What's changed? • Why AI-Native matters: Why now? • What we must do: What's the call to action? Encourage tables to: • Assign roles (who speaks what part) • Use GPT or a slide/poster if needed to help structure or sharpen messaging • Infuse real examples from earlier activities (agent workflows, prompting, RAG wins)	**Exercise 32: Pitch Crafting Challenges** (Pitch Crafting) • Room discussion: Biggest challenge crafting pitch? • Common issues: urgency framing, technical to strategic

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6.2: Pitch Rehearsal + Marketplace	**Discussion 17: Learning from Failure** (Pitch Rehearsal) • Pair share: When have you been pitched poorly? • Name one person to pitch AI ideas to next week	**Exercise 33: Pitch Rehearsal & Practice** (Pitch Rehearsal) *Multi-step activity:* **Title: Table-to-Table EDGE Pitch Exchange** • Each table delivers to one peer table • 3–5 minute pitch + 2–3 minute structured feedback • After both tables go, optional quick round of "What surprised you?" across the room	**Exercise 34: Course Completion & Commitment** (Pitch Rehearsal) *Multi-step conclusion:* **Step 1: From Insight to Action** • Instructor-led reflection on course progression • From EDGE understanding to AI-Native advocacy **Step 2: Your Next 90 Days** • Commitment setting for post-course expectations • Redesign workflow, deliver pitch, apply principle, log outcome

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Summary by Type:

Discussions (Connections): 17 Total

- Opening conversations, experience sharing, problem identification

Concrete Practice: 17 Total

- Hands-on application, creation, building, testing, mapping
- *Note: Many concrete practices contain multiple steps within the same activity*

Conclusions: 17 Total

- Reflection, synthesis, commitment, next steps

Grand Total: 51 Exercises

- 17 Discussions + 17 Concrete Practices + 17 Conclusions

Key Clarifications:

- **Multi-step activities** are marked with *"Multi-step activity:"* and show Step 1, Step 2, etc.
- These represent single cohesive learning experiences with logical progressions

- For example: "Decision Support Prompt Lab" includes creating the prompt, optimizing it with RISE format, AND testing in multiple models as one integrated concrete practice
- This structure maintains pedagogical flow while being accurate to the actual lesson cards