Agentic AI Hackathon: Team Atreides

….Unlocking the highest level of executive leadership performance with AI-guided leadership development & coaching journeys……..

OUR PITCH WILL COVER.....

- **Problem Statement**

- **Agentic AI Archetype**

- **The Journey: Human & Agent Interactions**

- **Conceptual Diagram of the Agent and How it will behave**

- **Demo of the Agent**

Meet Team Atreides

Business Strategist &
Designer
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What Are We Solving For?

Use Case Ref: CPRS- **D6:Executive Coaching System for Global Leadership Transformation**

Solve for lack of timely access to contextual, strategic, and scalable support. traditional coaching methods are often too slow, too generic, or too resource-intensive to meet the unique needs of leaders across geographies and cultures. a GenAI-powered executive coaching system could act as a real-time digital thought partner, offering tailored guidance, change management strategies, and cultural insights that reflect each executive's role, region, and challenges.

Parameters:
- Organizational contextualize coaching – deliver tailored advice
- Strategic Decision Support – provide real-time recommendations on strategic alignment & data-driven insights
- Micro-learning & Communication tools – serve personalized learning content based on leader level and persona
- Conversational coaching scenarios – enable the agent to respond dynamically to leader challenges
- Role-based Persona guidance – train the agent on different leadership personas
- Performance monitoring & change acceleration – help executives track program adoption and adjust strategies

Let us frame the problem statement with Rachel, a Vice-President for Sales in a high-tech company:

"…..As an executive leader, I face a unique set of challenges when it comes to my own development…."

- Navigating constant, complex change to lead through volatile markets, digital disruption & organizational restructuring. I have to **stay agile** while maintaining **strategic clarity**

- We are expected to already have the answer, but I struggle with '**strategic isolation**' – limited feedback, lack of sounding boards and decision fatigue, making it harder to reflect and grow

- I have a **fixed communication or leadership style** that may no longer serve my evolving teams

- I have **blind spots** in how I'm perceived, hindering influence & team alignment

- I'm expected to build future leaders, but **lack the time** or the **tools to do so** effectively

- And finally, I need to **buy into my own development**. Due to time constraints or culture norms, investing in my personal & professional development, often takes a back seat

Meet Polaris

*Polaris is an adaptive leadership coach (**Multi-style agentic AI coach**) that can dynamically shift between coaching styles based on the executive's personality, leadership challenges and preference.*

Polaris can blend multiple coaching styles:

- **Big-picture thinking** (visionary mentor)

- **Data-driven optimization** (tactical strategist)

- **Emotional intelligence & culture** (emphatic guide)

- **Critical Thinking & tough questions** (challenger coach)

- **Personalized coaching** (adaptive ally)

The Journey: The Executive Leader interacting with Polaris in the flow of work

(Daily or during the week or scheduled intervals based on the leader's preference)

Morning Briefing (Strategic Outlook)

Polaris sends a personalized executive summary with key updates

Executive: "Quick update – what's critical today"

AI: "Good Morning! Here are your leadership priorities today:"

- Strategic Meeting at 2 PM – consider framing decisions around (Trends)
- Sarah's work anniversary – ideal time to strengthen engagement
- Here's a 60-second coaching prompt for visionary leadership: (Reflection question)

High Stakes Moments (Decision-making & Coaching Prompts)

Polaris supports key decision points & dynamically switches coaching styles

Executive: "I need a quick leadership perspective before this executive board meeting"

AI: "This decision involved long-term company positioning. Consider the following:
- Are your priorities aligned with market trends?
- How will this move affect company culture?
- Would it be valuable to present alternative pathways?"

During Work (Seamless Coaching & HR Insights)

Polaris sends a personalized integrates into teams, email, ensuring no disruption to workflow

Executive: "What's my team's learning progress?"

AI: "Here's your team's LMS engagement.

- Alex completed a course on negotiation skills – consider leveraging that in today's discussions
- Sam hasn't engaged in leadership training lately - perhaps a development conversation is needed"

## End-of-Day Executive Reflection (Growth tracking & coaching report)

Polaris summarizes the day and helps the executive reflect & recalibrate

Executive: "How did we do today?"

AI: "Here's your leadership highlights today:

- You led a great discussion on vision-setting
- One team member seems disengaged – do you want insights on improving morale?
- Would you like to refine tomorrow's strategy based on today's learning?

Figma Wireframes: Mobile UX
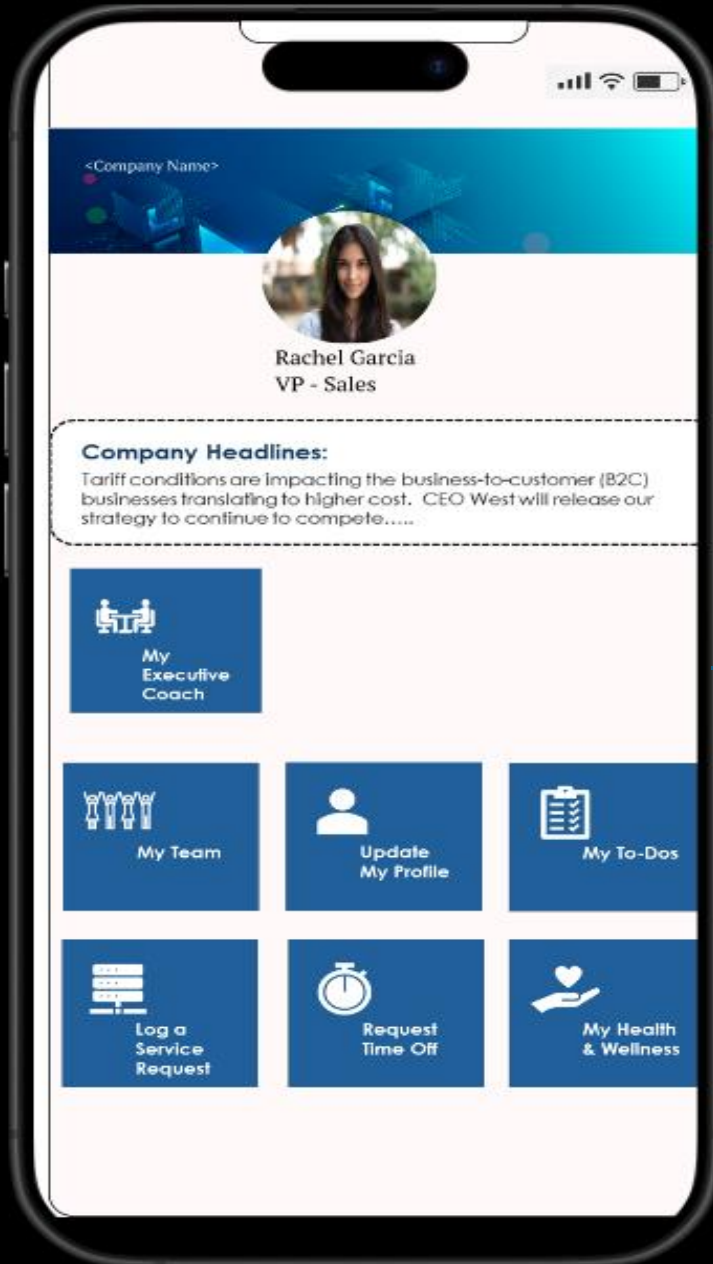
DEMO: POLARIS IN ACTION

Designing with Human Oversight (Human in the Flow)

THANK YOU

…and Go Team Atreides!!!

Developer Guidance to build the agent

Agent Purpose: An Executive Coach that provides coaching to executive leaders

Personality: Friendly, Professional

Capabilities: The agent is able to:

- Provide the executive with the priorities for the week based on:
    - Important meetings
    - Executive Reports due

- Remind the agent that they have executive meetings coming up (3 hours in advance) and ask if the executive needs some guidance before the meeting
- Remind the executive that she has a 1:1 meeting with her team based on the calendar and send a coaching tip on how to engage team members
- Provide a reminder that the executive has mandatory training
- Send the executive a coaching advice/ tip
- Respond to an executive's question or request for coaching advice

Proposed multi-Agent landscape

Vijaya & Smita

Email Agent

1. Access the calendar for upcoming meetings

Natalia

HRIS and LMS-Linked Agent

1. Go excel/ csv file (Birthdays and Anniversaries
2. Send an email using a template

Debapriyo
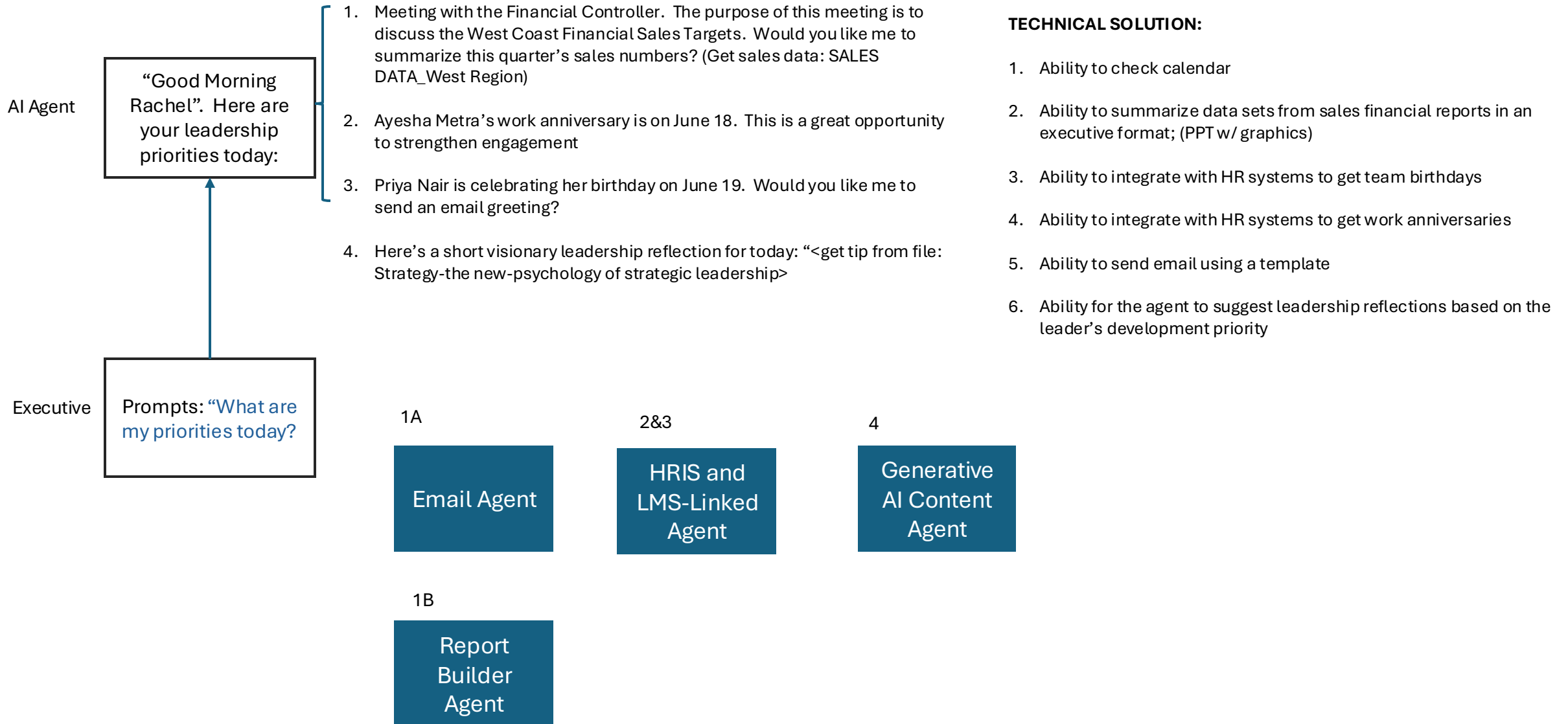
Report Builder Agent

1. Summarize sales data from excel and summarize into a powerpoint with graphics report
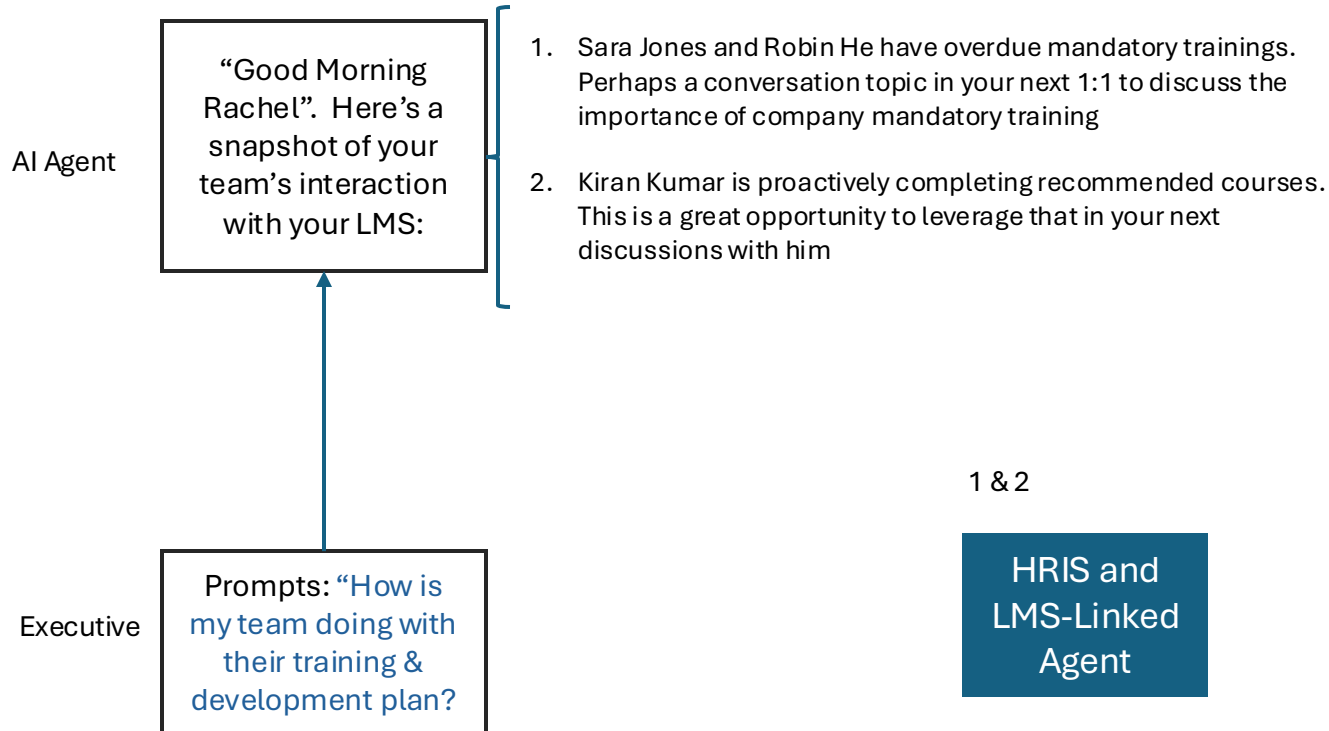
Joint – all team members

Generative AI Content Agent

1. Generate content and tips from content (content uploaded to data store and /or from URL Link)
2. Note: Miriam created Atreides Coaching Advisor 1 agent as starting point with link to the data store of coaching articles
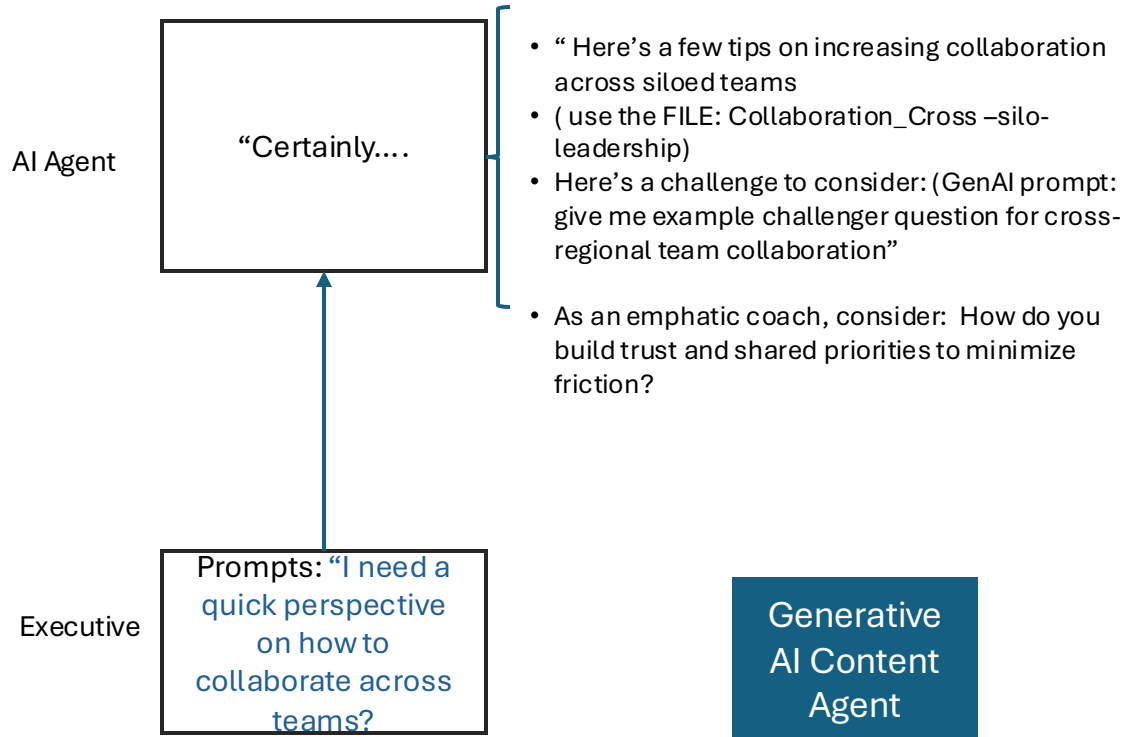
Flow 1

AI Agent

"Good Morning Rachel". Here are your leadership priorities today:

1. Meeting with the Financial Controller. The purpose of this meeting is to discuss the West Coast Financial Sales Targets. Would you like me to summarize this quarter's sales numbers? (Get sales data: SALES DATA_West Region)

2. Ayesha Metra's work anniversary is on June 18. This is a great opportunity to strengthen engagement

3. Priya Nair is celebrating her birthday on June 19. Would you like me to send an email greeting?

4. Here's a short visionary leadership reflection for today: "<get tip from file: Strategy-the new-psychology of strategic leadership>

TECHNICAL SOLUTION:

1. Ability to check calendar

2. Ability to summarize data sets from sales financial reports in an executive format; (PPT w/ graphics)

3. Ability to integrate with HR systems to get team birthdays

4. Ability to integrate with HR systems to get work anniversaries

5. Ability to send email using a template

6. Ability for the agent to suggest leadership reflections based on the leader's development priority

Executive

Prompts: "What are my priorities today?

1A

Email Agent

2&3

HRIS and LMS-Linked Agent

4

Generative AI Content Agent

1B

Report Builder Agent

Flow 2

AI Agent

"Good Morning Rachel". Here's a snapshot of your team's interaction with your LMS:

1. Sara Jones and Robin He have overdue mandatory trainings. Perhaps a conversation topic in your next 1:1 to discuss the importance of company mandatory training

2. Kiran Kumar is proactively completing recommended courses. This is a great opportunity to leverage that in your next discussions with him

TECHNICAL SOLUTION:

1. Ability for the agent to go to the Learning management system to get status on how the executive's direct reports are completing progress and interacting with the LMS
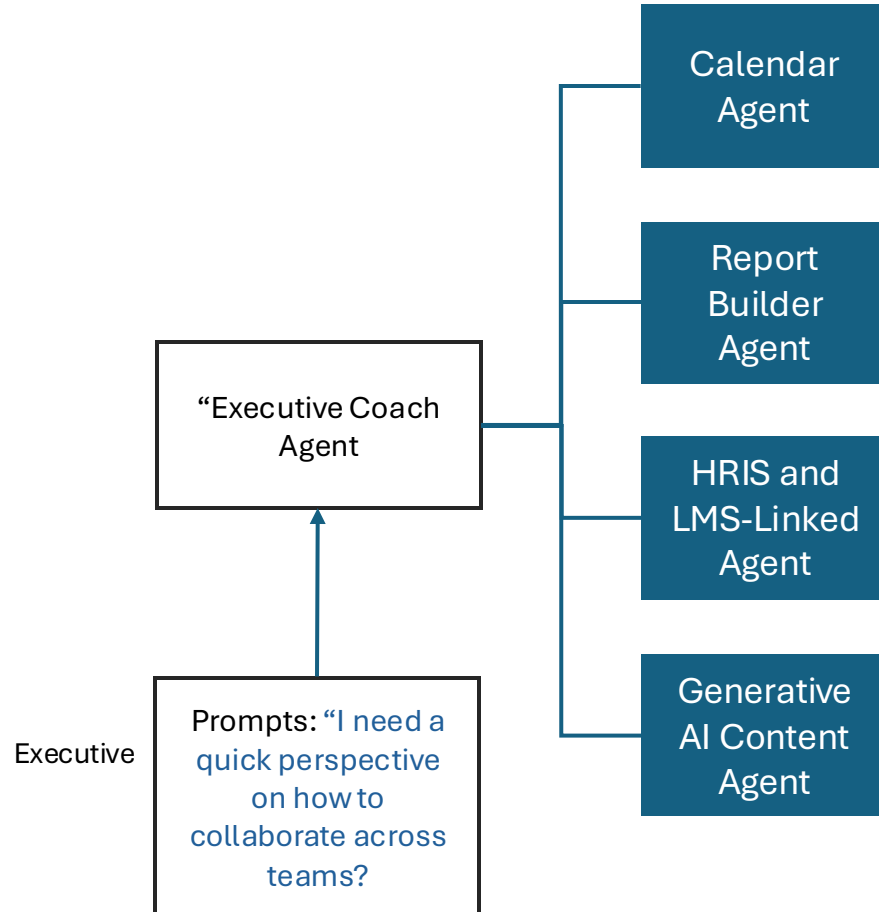
1 & 2

Executive

Prompts: "How is my team doing with their training & development plan?

HRIS and LMS-Linked Agent

Flow 3

AI Agent

"Certainly....

- " Here's a few tips on increasing collaboration across siloed teams
- (use the FILE: Collaboration_Cross –silo-leadership)
- Here's a challenge to consider: (GenAI prompt: give me example challenger question for cross-regional team collaboration"

- As an emphatic coach, consider: How do you build trust and shared priorities to minimize friction?

TECHNICAL SOLUTION:

1. Ability for the agent to provide guidance or coaching based on key decision points;

2. Ability for the agent to switch coaching styles based on the perspective that the leader needs (from challenger to emphatic guide)

Executive

Prompts: "I need a quick perspective on how to collaborate across teams?

Generative AI Content Agent

Combined Flow

Conceptual Design: Agentic AI Features

Agent Features:

- Ability to integrate into outlook, Microsoft teams or google calendar, send texts to mobile
- LMS integration (we will not activate an API but just show that this is a feature)
- Voice (Google assistant or Siri) to interact with the AI
- Mobile speech-to-text coaching
- Send smart reminders (weekly executive check-ins)
- Alerts – e.g. decision support before critical meetings

What the Executive can do (options to engage with agent):

Ability to have a selection on coaching delivery

- Ai sends coaching prompts or insights on a set day/ time of the week

- Executive opt-in control – leaders can choose their coaching cadence (e.g. weekly deep dives vs. real-time interventions
- Event-triggered coaching – coaching only activates based on leadership milestones (team changes, major decisions, performance reviews)
- AI-driven engagement recognition – if the executive engages less frequently, AI adjusts to a low-frequency coaching model
- Batch coaching reports – instead of ongoing insights, AI delivers weekly executive coaching summaries in a structured report format

Laptop UX Flow

Launch & Home Dashboard

- Clean, minimalist interface: Welcome Message: "Good Morning Rachel. Ready to elevate your leadership today?"

- Dashboard Panels:
    - Today's Leadership Brief (insights, reminders, nudges)
    - Coaching Inbox (weekly reflections, strategic guidance)
    - Team & Talent Pulse (HR & LMS integration insights)
    - Development Tracks (custom goals, progress visualizations)

Quick Interaction Menu (Always accessible sidebar)
- "Ask Coach" field – instantly type leadership dilemmas or leadership questions – "Give me a team engagement strategy for today's town hall"; " What's my team's recent LMS activity?"

Voice Mode toggle – switch between typing and conversational interface

Coach Modes Panel – choose tone of interaction
- Strategic visionary
- Data-driven analyst
- Empathic advisor
- Challenger

In-flow support

When the executive is working:
- Subtle notifications or a floating AI dock pops up only at key moments:
- "Your one-on-one with James starts in 30 minutes. Would you like a coaching primer?"
- "Today's leadership challenge: Handling resistance to new initiatives. Want tips?"

Coaching Session Mode
- AI presents:
    - Prompted reflections ("Where did you feel most uncertain this week?")
    - Scenario simulations with adaptive questioning
    - Coaching timeline & milestones to review progress overtime
- Include save/share options for: a) notes & insights with human mentor or HR business partner; b) integration into development planning tools

End of day recap widget
- Slide-in summary at day's end:
    - Wins logged
    - Growth moments captured
    - Suggested priorities for tomorrow
- Optional action: 'Schedule next coaching touchpoint" or "Add to leadership journal"

Mobile UX Flow

Home Screen (Quick Access)

- Smart Dashboard – displays key coaching insights, leadership goals and personal development metrics
- One-tap coaching – executives can initiate a coaching session with a single tap
- Quick navigation –easy access to decision support tools, HR insights and LMS recommendations

AI-driven leadership check-ins
- Scheduled coaching – weekly executive prompts arrive via push notification
- Voice interactions – leaders can ask "What's my focus this week?" and get tailored coaching responses
- Fast Reflection prompts – encourages quick leadership introspection (e.g. Where did I lead most effectively today?")

Seamless integration with work tools
- Slack/ Teams coaching bot – AI delivers coaching directly within enterprise apps
- HR & LMS sync – AI pulls relevant leadership development content for easy access
- Smart email summaries – executives receive coaching insights in concise formats

High- Stakes Decision support (real-time coaching)

- Instant leadership feedback – executives input a challenge, AI offers strategic insights
- Quick scenario simulation – AI suggests different leadership approaches based on the situation
- Adaptive coaching – AI tailors advice based on executive personality and past interactions

End of day Leadership recap
- Personalized daily summary – AI provides insights on leadership effectiveness
- Growth Tracking – AI visualizes progress on executive development goals
- Next-step coaching – AI suggests actionable leadership exercises for the next day

Agentic AI Design Guiding Principles

Some of our guiding principles to designing Polaris and his journey with the executive leader:

- Feel seamless – Polaris needs to integrate smoothly into the executive's daily workflow

- Be adaptive – adjust coaching style and recommendations based on interaction patterns

- Provide value without being disruptive – surface insights when needed, rather than overloading executives with constant notifications

- Context-aware interactions – Polaris responds only when needed

- Multi-channel touchpoints – integrates effortlessly into existing tools

- For it to be accessible and effective for executive leaders –it would need to integrate seamless interaction, deep personalization and proactive guidance

stats

Organizations using AI-powered coaching platforms report significant improvements in leadership metrics. For example, an investment banking team saw a 45% reduction in decision-making cycles and a 30% increase in deal closures after implementing AI-driven coaching tools.

AI coaching enables 24/7 support,making leadership development more accessible to executives who need real-time insights (forbes)

resources

Agent starter pack

Old slides

The Journey: The Executive Leader interacting with Polaris in the flow of work

(Daily or during the week or scheduled intervals based on the leader's preference)

Morning Briefing (Strategic Outlook)

Polaris sends a personalized executive summary with key updates:
- Top news & trends related to the leader's role
- Team updates (team birthdays, life events, anniversaries)
- Priority coaching based on recent interactions

During Work (Seamless Coaching & HR Insights)

Polaris sends a personalized integrates into teams, email, ensuring no disruption to workflow
- Decision Support: Provides insights when executives frame strategies or resolve challenges
- Leadership Nudges: Offers bite-sized coaching moments
- Team Intelligence – pulls relevant team learning progress, engagement & morale analytics

High Stakes Moments (Decision-making & Coaching Prompts)

Polaris supports key decision points & dynamically switches coaching styles:
- Challenger mode – provides counter-perspectives for strategic thinking
- Emphatic Guide mode – assists in team communication and conflict resolution
- Tactical strategist mode – surfaces data-driven insights & risk analysis

End-of-Day Executive Reflection (Growth tracking & coaching report)

Polaris summarizes the day and helps the executive reflect & recalibrate:
- Provides leadership insights, tracking progress over time
- Suggest adjustments based on executive interactions
- Prepares next-day coaching prompts tailored to current challenges

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Example Interactions:

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Polaris can blend:

- **Big-picture thinking** (visionary mentor) to help leaders, like Rachel craft compelling missions, inspire teams, encourage vision and strategic planning

- **Data-driven optimization** (tactical strategist) to provide performance insights, decision-making frameworks & analytical support; uses data-backed coaching to improve leader efficiency

- **Emotional intelligence & culture** (emphatic guide) to help the leader strengthen relationship-building, conflict resolution and navigate personal leadership growth

- **Critical Thinking & tough questions** (challenger coach) – pushes executives out of comfort zones with though-provoking questions; encourages self-awareness & strategic thinking

- **Personalized coaching** (adaptive ally) – adjusts coaching approach based on real-time executive feedback and interactions; directs or supports based on leader's needs