AI Capability Practice Guide: Leadership & Strategy

Strategic, Responsible, High-Impact AI Use for Leaders, Executives, and Decision-Makers

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Stage 1 — Orientation & Fast Start (Leadership & Strategy)

Who This Guide Is For

This guide is for people who **shape direction, priorities, and decisions** and are considering—or already using—AI to support leadership and strategy.

This includes:

- senior leaders and executives

- programme and portfolio leads

- heads of department or function

- strategy, policy, and transformation leads

- directors responsible for risk, reputation, or performance

You may not personally operate AI tools day-to-day.
 You **do** influence:

- whether AI is used

- where it is applied

- how risk is governed

- who is accountable when outcomes matter

This guide assumes **AI decisions taken at leadership level scale impact**—across people, budgets, systems, and public trust.

Who This Guide Is Not For

This guide is **not** designed for:

- technical system design or model selection

- operational automation manuals

- prompt engineering tutorials

- delegating leadership judgement to AI outputs

- using AI to avoid accountability for decisions

If you are looking for tools that *replace* leadership responsibility rather than **support judgement**, this guide will feel intentionally restrictive.

What You Will Be Able to Do in 30–60 Minutes

By working through this guide, you will be able to:

- decide **where AI should and should not influence strategy**

- clarify **what decisions remain human-owned** at leadership level

- identify **second-order risks** (equity, reputation, trust, governance)

- apply proportionate **oversight and escalation**

- ask better questions of teams using AI

- document decisions so they remain **defensible over time**

You will also produce at least **one tangible leadership artefact** (e.g. a decision note, boundary statement, or risk trigger list) usable immediately.

FAST START — USE THIS NOW

If you read only one section, read this one.

This Fast Start helps leaders make **sound AI-influenced decisions** in **10 minutes**, without needing technical depth.

When to Use This Guide

Use this guide when:

- AI is informing or shaping strategic options

- a recommendation feels "data-driven" but opaque

- teams cite AI outputs in proposals or briefings

- you are accountable for outcomes you did not personally generate

- decisions affect people, funding, policy, or public perception

- you may need to justify decisions later to boards, auditors, or the public

If AI influences **choice, direction, or priority**, this guide applies.

The 10-Minute Entry Workflow (Leadership)

Use this sequence **before** approving, rejecting, or acting on AI-influenced advice.

Step 1 — Name the Decision

Write down, clearly:

> *"This decision is about: [specific strategic choice]."*

Examples:

- reallocating resources

- changing programme direction

- adopting or pausing AI use

- approving a new initiative

Vague decisions create invisible risk.

Step 2 — Identify AI Influence (Co-Agency Check)

Ask:

- How did AI influence this recommendation?
  (informing, ranking, forecasting, framing?)

- What assumptions might AI be embedding?

- Which judgements remain **human-owned**?

If AI's role is unclear, the decision is not ready.

Step 3 — Apply the Leadership Risk Screen

Ask:

- If this decision is wrong, **who is affected**?

- Would the harm be reversible?

- Would I be comfortable defending this decision publicly?

If impact is wide or irreversible, slow down.

Step 4 — Decide the Governance Level

Choose one:

✅ **Proceed with AI-informed judgement**
🔁 **Request clarification, evidence, or alternatives**
⛔ **Pause or escalate** (seek review, ethics, or board input)

Document the rationale in one paragraph.

Step 5 — Record the Decision

Create a brief **Leadership AI Decision Note**:

- Decision made

- Role of AI

- Human judgement applied

- Risks considered

- Oversight required (if any)

This protects you and the organisation later.

Worked Example — One Decision, Three Outcomes (Leadership)

Decision
Using AI-generated analysis to prioritise projects for funding.

☑ Good Use

- AI provides scenario modelling

- Leaders interrogate assumptions

- Equity and long-term impact are considered

- Final decision is human-owned and documented

Why this works:
AI informs strategy without displacing responsibility.

⚠ Risky Use

- AI ranking is largely accepted

- Assumptions go unchallenged

- Social or reputational impact is underestimated

Why this is risky:
 Bias and long-term consequences may be baked in.

⊖ Unacceptable Use

- AI output is treated as "objective truth"

- Leadership defers judgement

- No one can explain the decision later

Why this fails:
 Accountability has been silently delegated.

Your First Leadership Artefact (Create This Now)

Write a **Leadership AI Boundary Statement** (3–5 lines):

- Decisions AI may inform

- Decisions AI must not determine

- When escalation is required

- Who remains accountable

This single artefact prevents role drift.

How This Guide Works

This guide supports **strategic judgement under pressure**.

You are not expected to apply everything every time.
 You are expected to:

- enter when AI touches leadership decisions

- apply only the relevant checks

- make accountability visible

- move forward with clarity

The Six Domains as a Leadership Workflow

In leadership contexts, the six domains operate as **decision safeguards**:

- **AI Awareness & Orientation** — Understanding limits of AI-derived insight

- **Human–AI Co-Agency** — Clarifying authority and accountability

- **Applied Practice & Innovation** — Using AI for foresight, not automation

- **Ethics, Equity & Impact** — Anticipating system-level consequences

- **Decision-Making & Governance** — Ensuring defensibility and oversight

- **Reflection, Learning & Renewal** — Improving leadership capability over time

Skipping domains shifts risk onto people with less power to contest it.

Stage 2 — How This Guide Works & Situational Entry Points (Leadership & Strategy)

HOW THIS GUIDE WORKS

This guide is designed for **leaders making consequential decisions**—often with incomplete information, under time pressure, and with long-term implications.

You are **not** expected to read this guide end-to-end.
 You are expected to:

- enter when AI influences a leadership or strategic decision

- apply a small number of relevant checks

- make accountability explicit

- act with confidence and defensibility

This mirrors real leadership practice:
 decisions are iterative, revisited, and scrutinised after the fact.

The Six Domains as a Leadership Decision Framework

The AI Capability Framework consists of six domains.
 In leadership contexts, these operate as **decision safeguards**, not technical steps.

You apply **more domains as impact, uncertainty, or risk increases**.

The Leadership Capability Flow

- **AI Awareness & Orientation**
  Understand what AI-driven analysis can and cannot reliably support.

- **Human–AI Co-Agency**
  Clarify who has authority and who is accountable for decisions.

- **Applied Practice & Innovation**
  Use AI to extend foresight and option space, not to automate judgement.

- **Ethics, Equity & Impact**
  Anticipate second-order and systemic consequences.

- **Decision-Making & Governance**
  Apply proportional oversight, documentation, and escalation.

- **Reflection, Learning & Renewal**
  Improve leadership capability over time, not just decision speed.

Skipping domains does not accelerate progress.
 It shifts risk downstream—often onto people with less power to challenge outcomes.

Why Situational Entry Points Matter for Leaders

Leaders rarely start with:

> "Which AI capability domain applies here?"

They start with:

- recommendations in a briefing

- dashboards or forecasts

- a proposal citing AI-generated insight

- pressure to approve or decline quickly

- reputational or political risk

Situational entry points let you respond **where the decision pressure is**, not where the framework starts.

SITUATIONAL ENTRY POINTS — START HERE

Choose the entry point that best matches your current leadership situation.

Each one tells you:

- which domains to prioritise

- what to do immediately

- where leaders commonly fail

Entry Point 1 — "The recommendation looks strong, but I don't fully trust it."

AI-supported analysis is persuasive—but something feels off.

Primary domains to apply

- **AI Awareness & Orientation**

- **Human–AI Co-Agency**

What to do now

- Ask how the AI generated this recommendation

- Identify key assumptions and data limitations

- Confirm which judgements remain human-owned

Common failure mode

- Accepting AI-produced coherence as robustness

Entry Point 2 — "This decision affects people who aren't at the table."

The decision will:

- affect staff, students, or communities

- change access to resources or opportunities

- set long-term direction

Primary domains to apply

- **Ethics, Equity & Impact**

- **Decision-Making & Governance**

What to do now

- Identify who bears the consequences

- Examine fairness, bias, or exclusion risks

- Decide whether additional oversight is required

Common failure mode

- Treating indirect impact as minor

Entry Point 3 — "AI is influencing strategy, not just operations."

AI is shaping:

- prioritisation

- resource allocation

- policy direction

- risk appetite

Primary domains to apply

- **Human–AI Co-Agency**

- **Applied Practice & Innovation**

What to do now

- Clarify which strategic judgements must remain human

- Use AI to explore scenarios, not dictate direction

- Request alternative framings or futures

Common failure mode

- Letting AI narrow option space prematurely

Entry Point 4 — "If this goes wrong, I will be accountable."

You carry formal responsibility:

- to a board

- to regulators

- to the public

Primary domains to apply

- **Decision-Making & Governance**

- **Ethics, Equity & Impact**

What to do now

- Ensure AI's role is documented

- Check escalation and review thresholds

- Confirm alignment with organisational values and policy

Common failure mode

- Assuming technical teams "own" AI risk

Entry Point 5 — "We're scaling AI use across the organisation."

AI is moving from pilot to routine practice.

Primary domains to apply

- **Applied Practice & Innovation**

- **Reflection, Learning & Renewal**

What to do now

- Identify where AI genuinely adds strategic value

- Monitor unintended consequences

- Establish feedback and learning loops

Common failure mode

- Scaling faster than governance or capability

Entry Point 6 — "I want to lead more effectively with AI over time."

You are thinking about:

- leadership development

- organisational maturity

- future-readiness

Primary domains to apply

- **Reflection, Learning & Renewal**

- **AI Awareness & Orientation**

What to do now

- Review past AI-influenced decisions

- Identify patterns of over- or under-reliance

- Adjust leadership practices accordingly

Common failure mode

- Treating AI capability as static

How the Rest of This Guide Is Structured

From here, the guide moves into the **Core Practice Workflow**, where each domain is applied to leadership and strategy decisions.

Each domain section will:

- explain what the domain protects or enables at leadership level

- show how to apply it immediately

- identify common leadership failure modes

- include a short reflection moment

You can apply:

- one domain in isolation

- several domains for complex decisions

- or all six for high-stakes or irreversible choices

Stage 3 — Core Practice Workflow: Domains 1–3 (Leadership & Strategy)

Making Better Strategic Decisions with AI — Without Losing Authority or Judgment

Domains 1–3 shape **how leaders engage with AI-influenced insight**.
 They prevent strategic drift, misplaced confidence, and silent delegation of authority.

Each domain follows the same canonical pattern used across the Practice Guides.

DOMAIN 1 — AI Awareness & Orientation (Strategic Literacy)

What This Domain Protects

This domain protects leaders from:

- mistaking *confidence* for *reliability*

- over-trusting forecasts, rankings, or trend analysis

- assuming AI insight is neutral, objective, or value-free

- accepting opaque recommendations without interrogating assumptions

- confusing correlation, simulation, or pattern detection with strategy

At leadership level, the risk is not technical error —
 it is **misplaced strategic confidence**.

AI can:

- surface options

- reveal patterns

- generate scenarios

It cannot:

- judge priorities

- weigh values

- understand organisational context

- own consequences

Awareness is what keeps leaders *in charge of direction*.

Apply Now — Key Questions

Before acting on AI-influenced strategy or advice, ask:

1. **What kind of insight is this actually providing?**
   (Forecast, clustering, simulation, ranking, language synthesis?)

2. **What assumptions underpin this output?**
   (Data selection, time horizon, optimisation criteria.)

3. **What does the AI not "see" here?**
   (Culture, morale, politics, equity, history.)

4. **Where would a confident but wrong decision cause the greatest damage?**
   (People, reputation, trust, finances, long-term capability.)

If these questions feel hard to answer, pause.

Tool in Use — Strategic Awareness Check

Use this short check before approving AI-informed recommendations:

Strategic AI Awareness Check

- What problem was the AI optimised to address?

- What problem does it *not* address?

- What values or priorities might be implicitly encoded?

- Where would human judgement be irreplaceable?

One sentence per question is enough.

Common Failure Modes in Leadership

- deferring to AI-backed recommendations to appear "data-driven"

- assuming neutrality because the output is numerical or polished

- letting AI narrow strategic options too early

- underestimating reputational or human impact

- treating AI insight as a substitute for leadership judgement

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Quick Reflection

Which assumptions in this recommendation deserve explicit challenge?
Write one sentence.

DOMAIN 2 — Human–AI Co-Agency (Authority & Accountability)

What This Domain Protects

This domain protects:

- leadership authority

- clarity of accountability

- organisational trust

- decision ownership under scrutiny

In leadership contexts, **co-agency is about power and responsibility**.

AI may inform strategy.
 It must never *decide strategy*.

If leaders cannot clearly state what they decided—and why—the organisation has already lost control.

Apply Now — Key Questions

Ask:

1. **What parts of this decision can AI inform?**
   (Options, trade-offs, scenarios.)

2. **What parts must remain human-owned?**
   (Prioritisation, value judgments, trade-offs.)

3. **Who is accountable if this decision proves harmful?**
   (This should have a single, named answer.)

4. **Could I explain this decision without referencing AI?**
   (If not, authority has drifted.)

Tool in Use — Leadership Co-Agency Map

A rapid exercise to prevent silent delegation:

Leadership Co-Agency Map

- **AI informs:**

- **Humans decide:**

- **Leader accountable:**

Complete this before final approval.

Common Failure Modes in Leadership

- allowing AI output to frame decisions invisibly

- citing "the model said…" as justification

- spreading accountability across committees

- retroactively attributing decisions to AI

- conflating consultation with delegation

These failures surface during audits, inquiries, or crises.

Quick Reflection

Could I clearly defend this decision as my own?
 Yes or no — and why?

DOMAIN 3 — Applied Practice & Innovation (Strategic Use Without Automation)

What This Domain Enables

This domain enables leaders to use AI to:

- explore futures and scenarios

- test assumptions

- stress-test strategies

- broaden option space

- challenge entrenched thinking

Innovation at leadership level is about **better judgement**, not faster automation.

AI should *expand thinking*, not collapse it into a single "optimal" path.

Apply Now — Key Questions

Ask:

1. **Is AI helping us think more broadly, or narrowing our view?**

2. **Would this strategy still make sense without AI support?**

3. **What alternative futures or interpretations should we explore?**

4. **Are we experimenting safely, or baking assumptions into policy?**

If AI reduces debate, it is being misused.

Tool in Use — Strategic Scenario Prompt

Use AI deliberately to expand perspective:

> *"Generate three contrasting future scenarios for this decision, including risks, unintended consequences, and equity implications.*
> *Do not rank or recommend.*
> *We will assess suitability through human judgement."*

This preserves leadership agency while benefiting from AI exploration.

Common Failure Modes in Leadership

- using AI to justify predetermined strategies

- locking in early AI-generated priorities

- treating forecasts as commitments

- confusing optimisation with vision

- deploying AI insight without organisational readiness

Quick Reflection

Did AI increase strategic imagination—or reduce it?
 Capture one sentence.

Domains 1–3 in Practice (Leadership & Strategy)

Together, Domains 1–3 ensure that:

- AI informs rather than governs strategy

- leaders retain authority and accountability

- innovation strengthens judgment instead of replacing it

They establish the **conditions for responsible strategic leadership**.

As impact widens, these domains must be complemented by Domains 4–6:

- ethics

- governance

- long-term renewal

Stage 4 — Risk, Responsibility & Renewal: Domains 4–6 (Leadership & Strategy)

Governing Impact, Preserving Legitimacy, and Sustaining Leadership Capability

Domains 4–6 become critical when AI-influenced decisions:

- affect people's livelihoods or opportunities

- shape organisational culture

- influence public perception or trust

- set precedents that others will follow

- are difficult or impossible to reverse

These domains ensure AI use at leadership level is **ethical, governed, defensible, and sustainable**.

DOMAIN 4 — Ethics, Equity & Impact (System-Level Responsibility)

What This Domain Protects

This domain protects:

- individuals and groups affected by strategic decisions

- fairness in access, opportunity, and outcomes

- organisational legitimacy and public trust

- long-term social and institutional impact

At leadership level, AI does not just affect outputs —
it reshapes **systems**, **incentives**, and **power dynamics**.

Seemingly neutral AI-informed decisions can:

- entrench inequality

- marginalise certain voices

- normalise harmful trade-offs

- shift responsibility away from decision-makers

Apply Now — Key Questions

Before finalising or scaling an AI-influenced decision, ask:

1. **Who benefits from this decision—and who does not?**

2. **Which groups bear disproportionate risk or cost?**

3. **Does AI amplify existing inequalities or biases?**

4. **What values are implicitly prioritised (e.g. efficiency over fairness)?**

5. **What harm would be hardest to reverse?**

These questions are governance, not politics.

Tool in Use — Strategic Ethical Impact Scan

Use this brief scan on any strategic AI use:

Ethical Impact Scan (Leadership)

- **Fairness risk:** Who may be disadvantaged?

- **Bias risk:** What patterns may be reinforced?

- **Power risk:** Who loses the ability to contest decisions?

- **Reversal risk:** What consequences cannot easily be undone?

Capture one sentence per risk.

Common Failure Modes in Leadership

- treating ethical issues as downstream compliance checks

- assuming aggregated data eliminates bias

- dismissing equity concerns as "out of scope"

- focusing on intent rather than impact

- normalising harmful trade-offs through repetition

Quick Reflection

Whose perspective is most absent from this decision—and why?

DOMAIN 5 — Decision-Making & Governance (Organisational Accountability)

What This Domain Protects

This domain protects:

- clarity of authority and accountability

- organisational coherence

- auditability and transparency

- trust with regulators, boards, staff, and the public

- institutional memory over time

Governance ensures AI does not quietly reshape decisions without oversight.

At leadership level, governance answers:

> *"Who decided what, why, and with which safeguards?"*

Apply Now — Key Questions

Before approving or delegating an AI-influenced decision, ask:

1. **Where does this decision sit in our risk hierarchy?**

2. **What documentation is proportionate and necessary?**

3. **Who must review or be consulted?**

4. **How will this decision be explained externally if needed?**

5. **Are governance mechanisms keeping pace with adoption?**

If governance lags adoption, risk compounds.

Tool in Use — Leadership Decision Transparency Note

For any consequential AI-influenced decision, record:

Leadership Decision Transparency Note

- **Decision:**

- **Purpose:**

- **Role of AI:** inform / analyse / scenario-model

- **Human judgement applied:**

- **Risks considered:**

- **Oversight or escalation:**

This need not be lengthy.
 It must be **clear and retrievable**.

Governance Triggers (Leadership Context)

Additional review or escalation is required when AI influences:

- workforce or student evaluation

- resource allocation or restructuring

- access to opportunities or services

- policy or compliance interpretation

- public communications or reputation

- safety-critical or legally sensitive decisions

When in doubt: **slow the decision, not the process**.

Common Failure Modes in Leadership

- assuming governance is a technical or legal problem

- delegating AI oversight without authority

- inconsistent documentation across teams

- informal decision-making becoming precedent

- governance that exists on paper but not in practice

Quick Reflection

Could this decision withstand scrutiny from those most affected?

DOMAIN 6 — Reflection, Learning & Renewal (Strategic Maturity)

What This Domain Sustains

This domain sustains:

- leadership judgement over time

- organisational learning

- adaptive capability

- trust and legitimacy

- resilience against hype and complacency

AI capability is not static.
 Neither is strategic risk.

Without reflection, organisations:

- repeat the same mistakes

- scale unexamined assumptions

- mistake speed for progress

Apply Now — Key Questions

After meaningful AI-influenced decisions, ask:

1. **Did AI improve the quality of judgement or just the speed?**

2. **What unintended consequences emerged?**

3. **Where did leadership over- or under-trust AI?**

4. **What should change in future decision processes?**

5. **How will we capture and share this learning?**

Tool in Use — Leadership Reflection Loop

Adopt a simple cycle:

Reflect → Adjust → Reapply

- **One insight:** What did we learn?

- **One adjustment:** What will change next time?

- **One boundary:** What AI influence will be limited?

This can be discussed in minutes during leadership meetings.

Common Failure Modes in Leadership

- reviewing outcomes but not decision processes

- learning staying with individuals, not systems

- treating AI capability as "solved" once adopted

- ignoring weak signals until harm occurs

Quick Reflection

What assumption about AI leadership just changed for me?

Domains 4–6 in Practice (Leadership & Strategy)

Together, these domains ensure that:

- leadership decisions remain humane and legitimate

- AI use is transparent and contestable

- accountability is not displaced

- organisational learning compounds over time

The complete leadership capability cycle is:

Awareness → Co-Agency → Practice → Ethics → Governance → Reflection → Renewal

Skipping steps hides risk.
 Revisiting steps builds leadership maturity.

Stage 5 — Capability Self-Check, Worked Leadership Scenario & Operating Model

This final stage turns leadership intent into a **repeatable system**.

You will:

- identify where your leadership AI capability is strongest and weakest

- see how all six domains work together in a high-stakes leadership scenario

- leave with a **Leadership AI Operating Model** you can use immediately

Nothing here is evaluative.
 Everything here is **action-oriented**.

PART A — LEADERSHIP AI CAPABILITY SELF-CHECK

This is **not a test** and **not a scorecard**.
 It answers one question:

> **"Where should I focus next to lead responsibly with AI?"**

Complete in **under five minutes**.

Domain 1 — AI Awareness & Orientation

Ask yourself:

- I understand what AI analysis can and cannot reliably provide

- I challenge assumptions behind AI-informed recommendations

- I do not mistake confidence or numbers for correctness

☐ Mostly yes   ☐ Mixed   ☐ Mostly no

If mixed/no:
 Pause high-impact use until assumptions are surfaced.

Domain 2 — Human–AI Co-Agency

Consider:

- I explicitly define what AI informs vs what humans decide

- Accountability for decisions is clear and named

- I could explain decisions without referencing AI

☐ Mostly yes   ☐ Mixed   ☐ Mostly no

If unclear:
 Authority and accountability are drifting.

Domain 3 — Applied Practice & Innovation

Reflect:

- AI is used to expand options, not collapse them

- We explore alternatives rather than optimise prematurely

- We can imagine sound strategy without AI

☐ Mostly yes   ☐ Mixed   ☐ Mostly no

If mostly no:
 AI may be constraining strategic imagination.

Domain 4 — Ethics, Equity & Impact

Ask:

- We consider who benefits and who bears risk

- Equity and representation are explicitly examined

- We pause when harms would be hard to reverse

☐ Mostly yes   ☐ Mixed   ☐ Mostly no

If mixed/no:
 Ethics must move earlier in leadership decisions.

Domain 5 — Decision-Making & Governance

Check:

- AI influence on decisions is documented proportionately

- Review and escalation thresholds are understood

- Decisions would withstand internal or public scrutiny

☐ Mostly yes   ☐ Mixed   ☐ Mostly no

If mixed/no:
Governance is lagging adoption.

Domain 6 — Reflection, Learning & Renewal

Finally:

- We review how decisions were made, not just outcomes

- Lessons from AI use are shared and embedded

- Boundaries are updated as risks evolve

☐ Mostly yes   ☐ Mixed   ☐ Mostly no

If inconsistent:
Capability will stagnate.

Interpreting Your Self-Check

- Gaps in **Domains 1–2** → rebuild leadership foundations

- Gaps in **Domains 4–5** → increase oversight before scaling

- Gaps in **Domain 6** → learning is not compounding

Leadership capability grows by **rebalancing**, not maximising.

PART B — WORKED LEADERSHIP SCENARIO (END-TO-END)

Scenario

You are deciding whether to **scale AI use across an organisation** based on AI-informed pilot results.
 The decision affects staff roles, budgets, reputation, and long-term direction.

Domain 1 — Awareness in Action

You recognise:

- AI performance metrics reflect what was measured

- Unmeasured impacts (culture, trust, equity) remain invisible

You therefore:

- ask what success indicators were excluded

- interrogate assumptions behind forecasts

Domain 2 — Co-Agency in Action

You clarify:

- AI informs scenario modelling

- Leadership owns prioritisation and trade-offs

- Accountability rests with named leaders

This prevents post-hoc deflection.

Domain 3 — Applied Practice in Action

You:

- explore multiple scaling options (full, phased, paused)

- ask AI for contrasting futures rather than recommendations

- keep strategic judgement human-led

AI expands thinking; it does not dictate direction.

Domain 4 — Ethics & Impact in Action

You examine:

- effects on job security and workload

- who benefits first vs who absorbs disruption

- whether vulnerable groups are disproportionately affected

You adjust pace and safeguards accordingly.

Domain 5 — Governance in Action

You create a **Leadership Decision Transparency Note** documenting:

- role of AI analysis

- human judgements applied

- risks considered

- review points after implementation

The decision becomes defensible over time.

Domain 6 — Reflection in Action

After implementation, you ask:

- Did AI improve judgement—or just accelerate it?

- What unintended consequences appeared?

- What governance should tighten next cycle?

Learning feeds forward.

What This Scenario Shows

Responsible leadership with AI:

- preserves authority

- makes value judgements explicit

- anticipates second-order effects

- builds trust through transparency

Capability is visible in **how** decisions were made.

PART C — YOUR LEADERSHIP AI OPERATING MODEL

This is your **personal or organisational system** for leading with AI.

Complete once. Revisit regularly.

☐1 Valid Reasons We Use AI in Leadership

Examples:

- scenario exploration

- stress-testing assumptions

- surfacing risks

- supporting long-term foresight

Our reasons:

☐2 Leadership Co-Agency Rules

AI may inform:

AI may not decide:

Ultimate accountability rests with:

☐3 Ethical Red Lines

We pause or stop AI-influenced decisions when:

-

●   _____

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4 Governance Triggers

We document or escalate when AI affects:

- people or livelihoods

- access or opportunity

- policy or reputation

- long-term strategy

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5 Reflection Rhythm

After key decisions, we ask:

- What improved?

- What risk emerged?

- What should change next time?

Reflection cadence:
☐ after major decisions   ☐ quarterly   ☐ annually

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6 Renewal Commitments

To keep leadership capability current, we will:

- revisit assumptions regularly

- adjust boundaries as tools evolve

- share learning openly

THE LEADERSHIP COMMITMENT

We use AI to inform—not replace—leadership judgement.
We retain authority, accountability, and responsibility.
We make decisions transparent and contestable.
We reflect so capability compounds over time.