

# Adaptive Learning & Change Leadership Responding to What Works

BY  
Group-4





# CONTENTS

01

Real-World Example:  
Remote Internship  
Onboarding Challenges

02

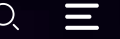
Scenario (AI-Generated):  
Adaptive Leadership of AI in  
Legal Onboarding

03

Reflection

# Part **01**

## Real-World Example: Remote Internship Onboarding Challenges



# ●● Symptoms & Signals

---



## Experienced Interns

Completed tasks quickly.  
Requested higher- level  
material aligned to  
marketing platforms.



## Newer Interns

Struggled with jargon-  
heavy documents.  
Faced unclear  
expectations.



## Leadership Assumptions

Assumed the initial plan  
was universally effective.  
Engagement and  
comprehension were  
never verified.

# Adaptive Learning — Simple Flow

Adaptive Learning — Simple Flow





# ●● What Was Missing (Adaptive Learning Gaps)

---

## **Data Instrumentation**



No quiz scores.  
No module completion times.  
No time on task.  
No pulse surveys.

## **Learning Paths**



No branching.  
No role- based learning paths to match skill levels and responsibilities.

## **Iterative Improvement Cycle**



No iterative improvement cycle to refine materials.  
No adjustments in delivery mode.  
No adjustments in pacing.

# ●● Adaptive Fix (What Good Looks Like)

---

01

## Tracking Performance and Engagement

Track quiz scores.  
Track time- on- module.  
Track completion rates.  
Collect feedback.

02

## Personalizing Content

Personalize content by role and proficiency.  
Provide microlearning refreshers.  
Offer office hours.

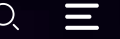
03

## Adjusting Rollout Cadence

Run cohort clinics.  
Address common sticking points.

# Part **02**

## Scenario (AI-Generated): Adaptive Leadership of AI in Legal Onboarding





# ●● Early Signals

---

1

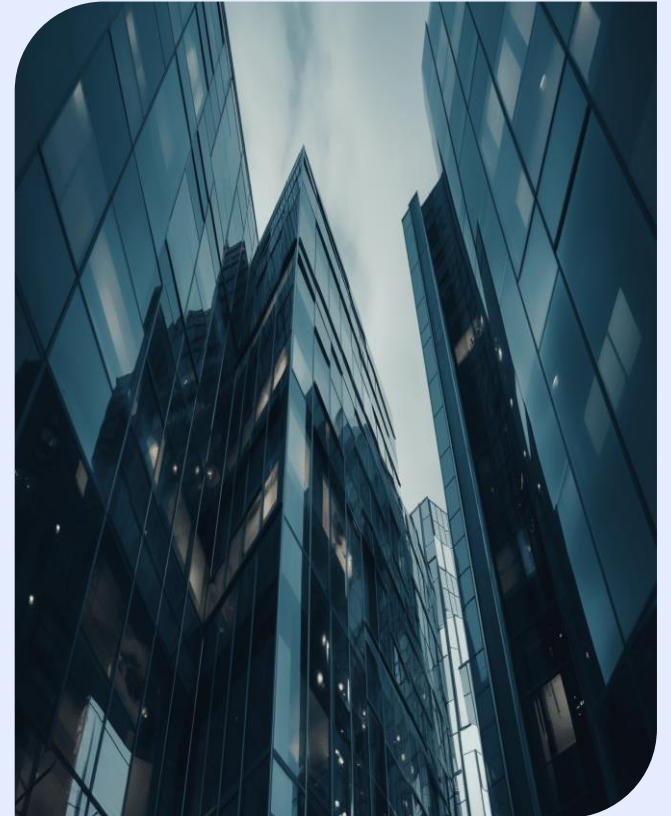
## **Litigation Team**

Quick adoption.  
Corporate shows low adoption.  
Concerns about utility.

2

## **New Associates**

Unsure how to integrate the tool into existing research workflows.



## ●● Adaptive Response by Professional Development Director (Ms. Okafor)

---

### Gathering Interaction Data

Segment data by department.  
Understand adoption patterns.

### Creating Tutorials

Use real- world scenarios.  
Develop tutorials for Litigation, Corporate, and other practice groups.

### Hosting Feedback Meetings

Update integration guides.  
Base updates on user insights.

### Modifying Rollout Schedule

Allow structured experimentation.  
Facilitate learning.

# ●● Key Lesson

---

”

## Dynamic Change Leadership



Observe → Respond → Evolve.



Use performance and engagement data.

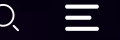


Iteratively tune content, delivery, and timing.

**Part**

**03**

**Reflection**



# ●● Adaptive Learning as a Leadership Capability

---

01

## Systematic Feedback Collection >>

Collect feedback systematically.  
Revise strategies.  
Institutionalize learning cycles.

02

## Delivering Sustainable Outcomes >>

More likely to deliver sustainable outcomes.  
Promote equitable outcomes.  
Principles applicable to various contexts.





# Thanks

