

Adaptive Learning & Change Leadership Responding to What Works

**BY
Group-4**





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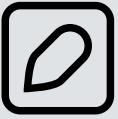
Reflection

Part 01

Real-World Example: Remote Internship Onboarding Challenges



•• Symptoms & Signals



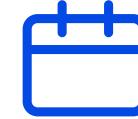
Experienced Interns

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



Newer Interns

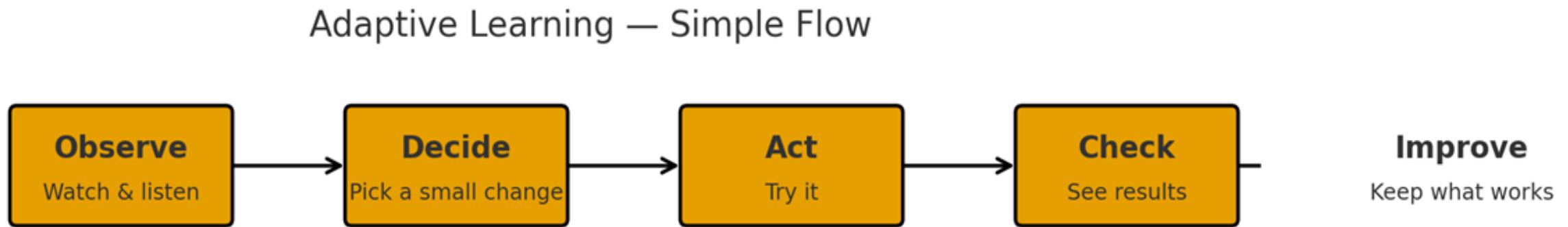
Struggled with jargon-
heavy documents.
Faced unclear
expectations.



Leadership Assumptions

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

Adaptive Learning — Simple Flow



•• 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.

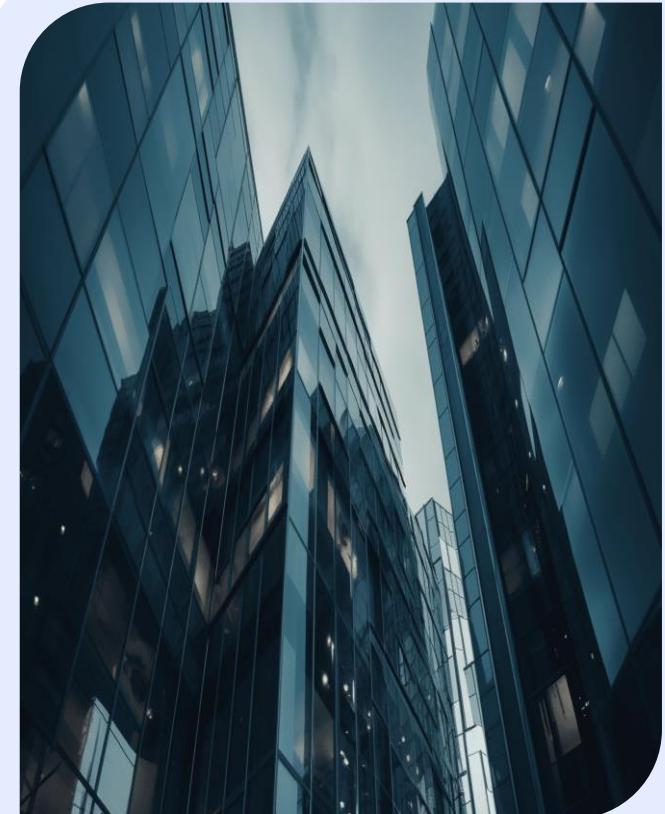
Corporate shows low adoption.

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 Reflection

03



•• 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

