



## AI SYSTEMS AND THE WORKSCAPE: NAVIGATING CHANGE AND INNOVATION

**From 6.00pm on Monday 8<sup>th</sup> September until 4.00pm on Tuesday 9<sup>th</sup>**

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This Conversation will provide a unique opportunity for members of this community to exchange wisdom and insight on our lived *experience* as leaders of how AI is starting to become systemically embedded in our 'workscape'. We will enquire into the nature of the disruption it is bringing in, with all its possibilities and concerns. In keeping with our ethos, we will do this from the grounded wisdom that comes from intelligent observation from the living edge of our experience – personal and organisational.

We will be careful not to slip into the froth of cliché and speculation. Equally, we will not be constrained from the vital work of imagining, from a wisdom perspective, the future work landscape now unfolding before us.

As ever, we will combine depth with practicality and real-time learning. We will equip each other with insights and strategies to harness AI's potential responsibly while addressing the challenges and opportunities it presents in transforming the workplace.

We will cover:

- Understanding AI: Building a baseline understanding of AI capabilities and its implications for different industries.
- Personal and Organisational Impact: Exploring how AI can and is changing work environments, roles, structures and cultures.
- Collaborative Potential: Getting out of old assumptions about organisational life to imagine how AI can work alongside humans to enhance efficiency, decision-making, and innovation.
- Training and Transition: Discussing strategies for training both Artificial and Human intelligence to maximize the benefits of AI/human integration.
- Ethical and Practical Considerations: Addressing concerns about job displacement, maintaining human oversight, and ensuring ethical use of AI.
- Future of Work: Creatively re-imagining the future landscape of work where AI systems play an embedded role and our task as leaders in sensitising and engaging our organizations in these changes.
- Navigation: Sharing wisdom and tactics for smart communication and 'change management' as our organisations transition to more AI-centric models.



# AGENDA

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## Who is this for?

Our emphasis will be on an enquiry into the systemic impact of AI as it is starting to embed itself. It will therefore be relevant to those of you who are actively engaged in this. Whether you are at the cutting edge, already well down the track, or just beginning, the unique 'give and receive' quality of the fellowship will allow creative and powerful exchange both ways.

The most important outcome of this kind of exchange will be one of perspective – the perspective that comes from a mature, honest, cross-system sharing of experience.

For those of you steeped in AI this will help you 'see your seeing' and reflect on how your experience of this is patterning you and those around you.

For those of you still in the early questions of integration this will help you learn from the journey of others and examine how your own assumptions may be a limiting factor.

For those of you particularly interested in the human impact of AI, we expect this Conversation to combine powerfully with the follow-on Conversation later this month on 'Keeping the Business Human in a Tech World'.



# AGENDA

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## How will it flow?

We will flow the Conversation through the following stages, giving ourselves the flexibility to work in small, self-selecting groups to go where the energy is as the Conversation unfolds:

- Understanding AI in Organisations: the baseline understanding of what AI systems entail and the roles of AI in management and employee functions.
- The Potential of AI Systems: Envisioning from this basis, what is achievable with AI technologies and how AI will transform service delivery and operational efficiency.
- Personal and Collective Vision: Imagining the AI-integrated 'dreamscape': What it could look like and how it might feel; the 'personal' relationship employees and managers might have with AI.
- Practical Considerations: e.g.
  - How AI changes personal work patterns and broader organisational contexts.
  - What tasks can and are being delegated to AI: what this shift engenders.
- AI and Human Collaboration: e.g.
  - Examining the integration of AI systems as co-pilots in customer service and other human interactivity.
  - Enhancing human skills through AI tools and AI-human collaboration
- Transition Management: the appropriate timing for AI to transition from a supporting to a leading role in various functions. Managing the conversation about this.
- Engagement and Adaptation: Strategy and experience of engaging our broader work communities in adopting and relating to AI technologies.
- Engaging with 'resistance to change' and fostering a culture of innovation and acceptance.
- Maintaining Creativity and Humanity: how to preserve creativity, "play," and human essence within the workscape amidst increasing automation.
- Conversations and Support: the dialogue and support needed to facilitate AI integration: funders, investors, workforce, customers and suppliers.



# AGENDA

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Following our usual three-phase structure, the Conversation will proceed as follows:

- **"This is Me"** – taking stock of where we find ourselves currently in relation to this theme and the questions that are arising from our experience
- **"Tell Us More"** – enquiring more deeply into our learning and insights as we probe into this experience
- **"Yes I can, Yes I will"** – turning wisdom and insight into intention and practice

## "THIS IS ME!"

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We begin by sharing our own 'truths': our stories of 'formative moments' in our personal and leadership interactions with AI.

- What has been our leadership and systemic experience with AI in our own work contexts?
- What are our hopes and concerns about its future integration?

This will set the platform and themes for our deeper enquiry....



## “TELL US MORE”

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Here we will work in small groups on some of the substantive themes highlighted above, recognising we will each have particular aspects we want to explore more deeply.

The broad scope of the enquiry will be on the possibilities and challenges AI systems present in the redefinition of our working lives. We will also facilitate:

- Scenario planning for AI-enhanced work environments, imagining the future of work.
- Critical challenge and solutions search for integrating AI into business models.
- Grounding in real-life examples where AI has successfully augmented human tasks.

By ensuring we keep the conversation grounded in our own realities, these enquiries will yield insights and possibilities for each of us in how we exercise our own leadership in relation to key aspects of this.

As we pull these together in the early afternoon, we will then move naturally on to the final phase of the Conversation.

# “YES I CAN!”

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In this phase of the Conversation, we will help each other ground and consolidate what is significant for each of us, what we will do with this, and how we will retain our focus on it once we return. This may include specific insights that have arisen for themes that have become clearer priorities in our own leadership roles. For example:

- Refocusing strategic planning for AI adoption and integration
- Training people to leverage AI for enhancing skills and capabilities.
- Navigating dialogue around transitioning from human-led to AI-supported tasks.
- Developing plans for gradually introducing AI into key operational areas without sacrificing human creativity and engagement.

It may also include the more subtle wisdom that has emerged for each of us in the sharing that has taken place in this Conversation. What it really means to be a leader in the midst of this – how we embody and embed a maturity and a clarity of mindset, free from fear, open to possibility, wise about the implications and effects of systemic disruption. What is our 'stand' in all of this and what does that mean for how we engage with some of the key people around us?

There will be the opportunity to support each other in these commitments after the Conversation and to come back together to review our progress and learning in a follow up call. There is also the opportunity to join us later in September as we take some of this forward into our Conversation on 'Keeping the Business Human in a Tech World'





## Timings: Monday 8<sup>th</sup> September

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- 1430** You are welcome to check in to your room in St George's House.
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- 1630** Tea/ Coffee available in the Sitting Room of the House.
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- 1705** Evensong (*optional*).
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- 1750** **Vicars' Hall.** Gathering together. Refreshments, then start of the Conversation at 6.00pm. Introduction to the Guiding Principles and then on to Stage One: **"This is me!"** We work in small groups sharing our stories and experience.
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- 2000** Working dinner in the House Dining Room.
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- 2130** We go back to the Sitting Room for tea/coffee, and after dinner drinks.
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- 2145** Private floodlit tour of St George's Chapel, departing the Sitting Room (*optional*).
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## Tuesday 9<sup>th</sup> September

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- 0745** Breakfast in the Dining Room of St George's House. Please clear your personal belongings from your room and bring them down to the Vicars' Hall, so that the staff can prepare the rooms for the next group.
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- 0845** We start again promptly in the Vicars' Hall and begin by noticing what is present to us as we start the new day, working in small groups and as a larger group. As we share our experiences and questions, we identify specific aspects and challenges in our different situations that require more focused attention and quality thinking time. At roughly 1030, we move on to Stage 2: **"Tell us more"**, where we start to 'mine' these topics for the wisdom that can unlock them.
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- 1100** Break for tea/coffee.
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## Tuesday 9<sup>th</sup> September cont...

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**1130** **'Tell us more' cont...** Working in a variety of pair/trio or small group conversations, we delve together into the particular issues that have most resonance and significance for us.

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**1300** A hot buffet lunch in the Vicars' Hall and we work together in our groups, reflecting on how our insights from the morning are speaking to us and our intentions as leaders.

At 1.50 we have a team photo on the West steps of the Chapel (weather permitting!)

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**1400** Back together as one group, we draw out our lunchtime reflections and engage in our final round of small group work as we clarify and solidify our intentions. Where is the invitation for each of us more fully to embody the wisdom we are accessing?

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**1500** We invite each of you to work in pairs or trios over tea or coffee to sharpen up your personal resolves and commitments in the light of your intentions.

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**1545** Closing words and 'gathering up' of the wisdom that has flowed, however large or small.

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**1600** Conversation close.

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### Video link-up:

At the end of the Conversation, we will confirm the arrangements for our follow-up zoom call to check in on the progress we have each made in progressing our resolves.

The key to us making the best possible use of our time in this is for Fellows to post a brief Whatsapp beforehand updating the rest of us on how you have been getting on, and especially which ones you found the most challenging. We then take it from there!

### Suggested date and time: tbc