MODULE OVERVIEW

# Getting your team to use the AI tool the company bought

Adaptive module | ~20 min

Enterprise AI licenses are being rolled out widely (64% of large companies have Copilot), yet barely one employee in three really uses them, while “shadow AI” thrives with no framework. This module is for managers caught between leadership that paid for it and a team that isn’t using the tool: three challenges, and levers they control with no budget (naming the obstacle, consulting the team, running micro-tests, and modeling AI use).

## LEARNING OBJECTIVES

01 Act without a framework: name the obstacle, report quantified use cases upward, run a structured micro-test.

02 Respond to distrust with consultation and transparency, including about what is not yet known.

03 Make up for missing support: curate short formats, highlight early adopters, and set up a shared use-case bank.

04 Model the use of AI yourself to remain credible with your team.

## WHO IT’S FOR

Frontline managers who want to turn an idle AI license into a tool their team uses with confidence.

- **Prerequisite:** none

## HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

## ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

### METHODS & MODELS

- Early adopters – a concept from the diffusion of innovations (Everett Rogers)
- Learning curator – Afthonios method
- Use-case bank – Afthonios method

### SOURCES & REFERENCES


- Joe Salesky / Recon Analytics, User Illusion: Licenses Don’t Equal Adoption (2026) – how AI tools are really adopted and how to support their use
- McKinsey – using the levers of influence makes lasting change about 8 times more likely
- Microsoft Copilot – 64% of Fortune 500 companies have an active Copilot deployment, up from 40% at the end of 2024
- Uber – used up its annual AI budget (Anthropic’s Claude Code) in four months in 2026 and had to cap employee access to the tool



- Module created by Afthonios.com.
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