

LEARNING PATH OVERVIEW

Building AI literacy across your teams

6 modules

~2 h as Adaptive modules

~1 h as Training videos

1 module per week

Give your teams reference points to understand AI, question their assumptions, and start using it with discernment. This learning path combines understanding, responsible use, and experimentation, while helping everyone keep their place and keep learning as work changes.

AUDIENCE

All team members, including managers.

- **Prerequisite:** none

SKILLS DEVELOPED

- Stance & Judgment Toward AI
- Learning & Curiosity
- Adaptability & Agility

THE SIX STEPS OF THE LEARNING PATH

1

WK 1

AI as a mirror: Why its answers depend on your questions

Lay the groundwork: understand what AI really is, what its mistakes reveal, and why the quality of its answers depends on what you give it.

2

WK 2

“AI will replace me”: Four questions to test the belief

Question common beliefs about AI, which often hold people back more than the tool itself, so that everyone decides what place to give it.

3

WK 3

AI ethics: What’s allowed and what it asks of you

Know the rules that govern AI (the European AI Act, internal charters) and adopt four simple habits to protect the organization’s data.

4

WK 4

Your job and AI: Three uses, three futures

Take stock of how you use AI, go beyond simply carrying out tasks, and anticipate how your job will change rather than having change imposed on you.

5

WK 5

Learning every day: On your own, with others, and with AI

Build a habit of continuous learning, with colleagues and with AI as a tutor, without delegating to it what still helps you grow.

6

WK 6

AI anxiety at work: Staying clear-headed and human

Adopt an approach you can sustain over time: choose what you keep in your job, and make sure AI takes pressure off rather than adding to it.

— WHY THIS LEARNING PATH, MODULE BY MODULE

- **AI as a mirror** – Faced with AI, people swing between fascination and fear, two attitudes that credit it with an intelligence it doesn't have.
- **"AI will replace me"** – 45% of employees fear that AI will replace their jobs (Microsoft Work Trend Index), and this certainty brings about exactly what they fear: people avoid the tool and don't learn.
- **AI ethics: What's allowed and what it asks of you** – With the AI Act fully applicable, internal rules specific to each organization, and team members already using AI without always knowing what is allowed, the issue is now part of daily work.
- **Your job and AI** – Nearly half of employees never use AI at work, while autonomous AI agents are already entering everyday tools.
- **Learning every day** – "Learn continuously": the call is everywhere but rarely comes with tools, and without a method it remains wishful thinking (Carol Dweck's "false growth mindset").
- **AI anxiety at work** – Nearly two in three employees expect AI to make work "less human," and reassuring lines no longer convince them.

— CHOOSE YOUR FORMAT

Adaptive module (~20 min per module): self-assessment, expert video with three pauses for reflection, tailored practice scenarios with coach's feedback, a commitment, and a memo.

Training video (~10 min per module): the expert video and its three pauses for reflection, to add to your own training programs.

— ROLLOUT AND FOLLOW-UP

Where: in your LMS (SCORM delivery) or on the Afthonios platform, at the same price.

Group report included: shown on the Afthonios platform; in your LMS, more or less detailed depending on your LMS and SCORM version.

Optional, on quote: follow-up emails (the next day, 30 days later) and sharing the commitment with the manager.

Languages: All our modules are available in French and English. German, Italian, and Spanish are available on request, and we can add other languages to suit your needs.

— SUGGESTED SCHEDULE

One module per week, so six weeks. Example schedule:

- **Before week 1:** announce the learning path to participants and their managers.
- **Weeks 1 to 6:** one module per week, self-paced, ~20 min.
- **After week 3:** optional check-in based on the group report (reminders and spotting needs).
- **After week 6:** group review and choice of next steps.

The pace and order can be adapted to your audiences and existing training.

Adapt this learning path
to your teams?

Content, pace, and formats can be adjusted with you.

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afthonios.com/en/learning-paths/ai-literacy-for-teams