

Supporting AI adoption in your team

6 modules

~2 h as Adaptive modules

~1 h as Training videos

1 module per week

Help your managers respond to how their team members react, set clear rules for use, and organize work with AI. This learning path goes as far as dividing tasks between people and agents, defining how much autonomy agents have, and the team practices needed to keep improving.

AUDIENCE

Managers and team leaders.

- **Prerequisite:** none

SKILLS DEVELOPED

- The Manager's Role & Stance
- Adaptability & Agility
- Collaborating & Managing with AI

THE SIX STEPS OF THE LEARNING PATH

1

WK 1

Managing with AI: What stays human

Clarify what AI takes on in the manager's role and what remains human: setting direction, enabling, deciding.

2

WK 2

When AI is imposed: From shock to adoption

Understand the reactions that an imposed AI tool triggers, from denial to a fresh start, and know what to say at each stage.

3

WK 3

AI is already on your team: Lead the rollout

Organize the rollout in the team: set clear rules for use, sort out together what to hand over to AI, and respond to the fear of being replaced.

4

WK 4

"The agent did it": Managing a team of people and AI agents

Divide work between people and AI agents, choose the level of autonomy for each task, and name who is accountable for each decision.

5

WK 5

AI agents that act on your behalf: Set the right limits

Set the mandate of an AI agent acting on the team's behalf: what it can do, its limits, its stopping points, and the responsibility that stays human.

6

WK 6

Three team skills that outlast every new AI tool

Prepare the team for tools that keep changing, with three lasting skills and a regular meeting to decide together what stays human.

— WHY THIS LEARNING PATH, MODULE BY MODULE

- **Managing with AI** – Manager engagement has fallen to 22% according to Gallup, and nearly one in two middle managers report burnout: the role has grown more complex just as AI is reshaping it.
- **When AI is imposed** – More than two in three European employees fear for their jobs because of AI, often imposed rather than chosen: the rollout is held back less by the tool than by what users go through.
- **AI is already on your team** – AI is already in teams, often brought in without rules or method; its rollout depends less on the tool than on people, as Klarna learned the hard way.
- **“The agent did it”** – AI agents are joining teams faster than the rules for managing them: Gartner expects that in 2028, 15% of day-to-day decisions will be made autonomously.
- **AI agents that act on your behalf** – AI agents no longer just recommend: they make payments, reply to customers, change systems, invite candidates to interviews, and commit the company before any human review.
- **Three team skills that outlast every new AI tool** – Since February 2025, the AI Act has required employers to train staff in AI literacy; yet only 32% have received formal training, and 68% of HR directors rank AI first among the changes ahead (Cegos 2026).

— 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/supporting-ai-adoption