Andragogy for AI Productivity

5 shifts that drive real adoption

AI-enabled capability building for managers & teams

VISHWAJEET.ORG/SERVICES

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AI Training ≠AI Adoption

People attend the workshop.

Prompts work in the room.

Then Monday arrives — and usage drops.

Often, the blocker is not the tool — it is adult learning under uncertainty.

"What if it's wrong?"

"Will I be judged?"

"Will I lose my thinking?"

Shift 1: Prompt Ownership

Teach a repeatable workflow — not "best prompts".

Goal → Context → Constraints → Draft → Verify → Refine

Shift 2: Experience as Input Quality

Practice with real work artifacts (sanitized):

- Emails & messaging
- Meeting notes & action logs
- SOPs, policies, templates

Shift 3: Pressure-Moment Learning

Adults learn fastest when the need is immediate.

Design AI practice around high-frequency moments:

A tough email in 10 minutes

Tone + clarity + stakeholder risk

Meeting → summary + actions

Decisions, owners, due dates

Policy → 1-page SOP

Steps, exceptions, checks

Shift 4:
Use Case First,
Tool Second

Start with outcomes people must deliver at work.

Executive summary

Messy notes → crisp 10-line brief

Coaching scripts

Difficult conversation → options + tone

Decision support

Trade-offs → assumptions + risk flags

Shift 5: Confidence + Credibility Protocol

Adoption rises when people feel safe and respected.

Use this lightweight checklist:

☐ Cross-check facts (sources / internal data)

☐ Label assumptions and unknowns

☐ Align tone with culture and stakeholders

☐ Human owns the final decision

Tip: embed this as a job aid inside the workflow (not a separate PDF).

Make AI Adoption Stick

AI-enabled capability building for managers & teams

What we implement (not just teach):

- Workflow-based practice (real scenarios)
- Performance support inside tools
- Manager reinforcement & habits
- Credibility protocols for safe use

**CTA: DM "AI" for a capability blueprint
or visit vishwajeet.org/services**

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