Build a leadership team that can shape what AI makes possible for your organisation.

Give your executive team the firsthand experience and shared judgement to make the right AI decisions - and lead the change that follows.

Executive and senior leadership teams · Six 60-minute live online sessions · Up to ten leaders

Let's talk about your team ↗



See the possibilities.
Know what to question.

THE LEADERSHIP CHALLENGE

You have an organisation to run. And a future to shape.

Your organisation needs to make consequential choices about AI: where it can create value, which risks to accept, what needs to change and what must remain under human control.

Across your leadership team, experience and perspectives differ. Some leaders are experimenting extensively; others remain cautious. Questions keep arriving from your people and the vendors at your door, and your board may ask for a clear position while your leadership team is still forming one.

You need the firsthand experience and shared understanding to work through those choices together - and lead the changes they require.

Judgement, not certainty, will be one of the defining capabilities of our time.

WHAT YOUR LEADERSHIP TEAM BUILDS

A team that sees more. And can do something with it.

Four connected capabilities, built through practice on real work and honest conversation with the colleagues you lead alongside.

Firsthand experience

Draw on your direct experience.

Try AI on your own work and learn from colleagues' experience. Your understanding is grounded in what you have tried, tested and learnt.

Judgement and confidence

Know what to trust, check and challenge.

Judge AI-assisted work more confidently, recognise risks and explain your decisions - including when assessing work from your people, consultants and vendors.

Shared understanding and alignment

Make considered choices and lead together.

Compare perspectives and work through differences. Build a shared basis for the direction you set, the standards you expect and how you guide your people.

Strategic awareness

Recognise the choices that need your attention.

Examine what AI means for your role and organisation: where it could create value, where it carries risk and what needs to remain human.

WHAT YOUR ORGANISATION GAINS

Stronger judgement behind consequential decisions.

Your leadership team will make AI decisions that reach into your largest costs and most important commitments: your workforce, systems, services and trust. Building its capability together strengthens the judgement behind those commitments.

What your team may be facing	What the Circle helps your team do
Leaders have different experiences of AI and different views about where it belongs.	Draw on work they've tried themselves to agree what to pursue, test or keep human.
An AI proposal needs a decision about money or people.	Test the promised benefits, examine the risks and agree what evidence would justify a commitment.
The board wants to know where the organisation stands, and your people need direction.	Explain what the team has decided, what's still open and what people should expect as work changes.

THE COST OF WAITING

Waiting doesn't stop the decisions. It changes how they get made.

The longer your leadership team waits to build its firsthand experience and shared judgement, the more likely it is that:

Firsthand experience	AI decisions rest on what others report, not on what your leaders have tried themselves.
Judgement and confidence	Proposals from vendors, consultants and your own teams are hard to test, so they're accepted or deferred without a clear basis.
Shared understanding and alignment	Leaders' views stay varied, and the AI conversation at the leadership table remains careful rather than candid.
Strategic awareness	Choices about value, risk and what stays human are deferred, or made ad hoc by individual teams and vendors, rather than considered by the leadership team.

The decisions keep coming. The question is whether your team is ready to make them together.

Before you invest further in AI, invest in the people making the decisions.

FOR YOUR LEADERSHIP TEAM

Is the Circle right for your team?

- Your leaders bring different levels of AI experience, confidence and views, and you need to bring them forward together.
- You've invested in tools or training, but your leaders still need to work through what AI means for their roles, responsibilities and people.
- You need more informed conversations across the leadership team about AI's value, risks and implications - and a shared understanding to guide what happens next.
- Your people are looking for direction, while leaders are still working through what AI means for their own expertise, judgement and professional value.
- You want a team that can question proposals, recognise where AI could make a worthwhile difference and lead change with confidence and care.

THE EXPERIENCE

How the Circle works

Live online conversations with practical challenges between sessions. Timing is agreed with your sponsor.

6	60	10	~30
sessions	minutes, live online	leaders at most	minutes between sessions

Bring experience into the decisions you need to make.

- Your leaders try AI on real work, then bring back what worked, what didn't and what surprised them.
- I bring AI expertise, guidance and challenge as we examine the implications for your roles, your people and your organisation.
- Practical challenges at three levels - Begin, Go further and Stretch - accommodate different starting points.

Room to say what you don't yet know.

It can be hard to ask your real questions in the rooms you lead. Here, leaders can speak honestly about the opportunities they see, the concerns they have and the questions they are still working through - including what AI means for their expertise, identity and professional value, and what they want to keep human.

THE PROGRAM

The six-session curriculum

Each session builds on the last, from firsthand practice to organisational value, risk and leading change - applied to your organisation's context, approved tools and the questions your team is carrying.

01 See what AI makes possible
Try AI on real work across your role and see what your colleagues are doing with it. Discover where it helps, where it falls short and where your experiences differ.

02 Put AI to work
Start with the outcome you need and the standard it must meet. Decide what role AI should play, then direct, challenge and test its contribution. Build a disciplined way of working that holds up to scrutiny.

03 Find the organisational value
Use AI to explore different ways to address a real organisational problem or opportunity. Compare where it could improve service, quality, capacity or decision-making.

04 Redesign work and decide what stays human
Examine a piece of work or a workflow. Consider what could be removed, simplified, supported or delegated, and decide where human expertise, relationships, care and accountability remain essential.

05 Know what to trust
Explore quality, evidence, bias, privacy and reliability. Test what you rely on and what would happen if it were wrong. Consider the human oversight required and who remains responsible.

06 Lead the transition together
Consider what AI means for your role, the expectations you set and the support your people need. Explain your approach to AI and identify the questions your leadership team needs to address next.

INSIGHTS REPORT AND SPONSOR DEBRIEF

What your team has learnt. What to build next.

An opening sponsor conversation connects the Circle to your priorities. AI Fluency Snapshots at the beginning and end capture leaders' reported experience, use and confidence, including how they check AI-assisted work and recognise risk.

Your Insights Report brings those results together with the uses and value explored, themes from the team's conversations and questions that remain. In the sponsor debrief, we consider what has shifted and where further support would help sustain and extend your team's capability.

WHAT LEADERS EXPERIENCED

What leaders take back into their work.

More than 120 leaders from 43 organisations across 14 sectors. In-house Circles have included leadership teams at:

Bank First · City of Melbourne · NCOSS · Australia for UNHCR

"The AI Leadership Circle was a great course for us to do together as a leadership team. Sue's practical approach helped us build our knowledge and confidence, experiment more and challenge our thinking about how we use AI. By the end, we had developed a deeper shared understanding of AI, where it could add value and had become more thoughtful and deliberate in how we used it in our work."

Trudi Mitchell · Chief Executive Officer, Australia for UNHCR

"I genuinely got so much value from the sessions. They've changed the way I work with AI day to day, but more importantly they've shifted my thinking about what's possible at an organisational level. I came away thinking much bigger about how we can use AI to change the way work gets done, not just make today's work a little easier."

Executive AI Leadership Circle participant

CIRCLE PLUS ONE-TO-ONE ADVISORY

Work together. Think privately.

Some questions belong in the team conversation. Others need a confidential space before a leader is ready to bring them into the room.

Discuss Circle Plus ↗

01 **The Circle is the foundation.**
Your whole team takes part in the full program.

02 **Add one-to-one advisory where it helps.**
One or more executives can work with me privately on the strategic choices they carry, their own AI practice, or building confidence at their own pace.

03 **Confidential and focused.**
We agree each leader's focus up front and keep what's private separate from sponsor reporting.

ALONGSIDE OR AFTER THE CIRCLE

Work through the AI decisions facing your organisation.

AI Decision Agenda

Your leadership team identifies the three to five AI decisions that matter most, agrees what to decide now, investigate or defer, and receives written advice on each.

AI Strategic Discovery

An evidence-based view of what AI could make possible for your organisation, with a strategic report and facilitated workshop to agree priorities.

WORKING WITH SUE CUNNINGHAM

I bring more than 25 years of executive leadership in $50 million to $3 billion organisations across health, aged care, community services, emergency management and international development. As a certified coach and facilitator, and having built my own human-led, AI-enabled practice, I help leaders ask the questions they have held back and work through what AI means for themselves and their people.

MIT Sloan · Oxford Saïd · INSEAD (Distinction) · GAICD · B.Eng (Hons) · Certified Master Coach · Certified AI Trainer · National Emergency Medal

What could your team make possible with AI?

What AI decisions are facing your team, and could the Circle help? Let's talk. Or find out whether your team is decision-ready by taking the AI Decision Scorecard.

Let's talk about your team ↗ | Take the AI Decision Scorecard

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