

CO-EVOLVE TEAMS · DISTINCTLY HUMAN

MAKE AI WORK FOR YOUR WHOLE TEAM

We help leaders get their whole team using AI with confidence: faster adoption, clear guardrails, and no one left behind.

Leif Hansen + Nadja Haldimann



THE PRESSURE POINTS

Which of these does your team relate to? What's missing from the list?

01 Divided views Enthusiasm and skepticism, with too little honest discussion.	02 Job uncertainty People wonder where they fit as the work changes.
03 Uneven AI skills Some are racing ahead. Others are more cautious.	04 Overwhelming change More tools, more output, less time to integrate.
05 Unclear boundaries What is approved? What stays private? Who decides?	06 Quality and judgment Faster output needs accountable human review.
07 An 'artificial' voice The work starts to sound generic and lacks a distinct voice.	08 Integrity Ethical, environmental and organizational values get compromised.

THE TOOLS WENT OUT. BUY-IN DIDN'T.

What poor AI adoption is quietly costing you.

Low trust stalls your AI investment

83%

of surveyed leaders say psychological safety affects the success of AI initiatives.

39%

describe their organization's current psychological safety as high.

You're paying for tools without direction

80%

of individual contributors describe their manager's AI leadership as hands-off.

42%

don't know why they should use AI, even though 85% are encouraged to.

Hidden use means hidden risk and rework

57%

of employees hide their AI use and present AI-generated work as their own.

40%

of desk workers received polished-looking but unhelpful AI "workslop" in the past month.

You don't fall behind on AI by moving slowly. You fall behind by rolling out tools no one agreed how to use.

“

**TRUST ALWAYS AFFECTS TWO MEASURABLE
OUTCOMES: SPEED AND COST. WHERE TRUST IS LOW,
EVERYTHING TAKES LONGER AND COSTS MORE.**

Stephen M.R. Covey · author of *The Speed of Trust*

LOW-TRUST TAX

Everything takes longer and costs more.

HIGH-TRUST DIVIDEND

Everything happens faster and costs less.

WHERE AI ROLLOUTS USUALLY STALL

Most teams get the tools first, and the discussion later, if at all.

01

The tools arrive before the conversation.

Licenses go out and training gets scheduled, but nobody asks how people actually feel or what worries them.

02

Rules get written for people, rather than with them.

So people nod along, and then do their own thing. It's one reason so many hide their AI use.

03

Training only covers the features.

People learn what the tool does, but not when to trust it, when to check its work, or how to keep their own voice.

04

Training is treated as a one-time event.

There's one session, then everyone goes back to work. The skeptics stay quiet and get left behind.

So what does it look like when it works?

WHAT'S IN IT FOR YOU

When the whole team is on board, AI pays off for the business, not just for a few early adopters.

KEEP PACE, **KEEP CONTROL**

Adopt AI quickly, with clear agreements on quality, privacy and who owns the results.

GET THE RETURN ON YOUR AI SPEND

Turn quiet, uneven use into shared practices, so the tools you pay for actually get used well.

KEEP YOUR BEST PEOPLE

Skeptics and enthusiasts agree on how to work, so people feel heard instead of replaced.

Which of these matters most to you right now? What's your biggest pain point with AI?

OUR APPROACH

Make it safe enough for people to say what they really think. That's where the real conversation starts.

01

Hear every voice

A safe space where excitement, doubts and values all get a fair hearing.

For divided views and job uncertainty

02

Find common ground

Turn what everyone said into a shared picture: where you agree, where you differ, and how it fits your organization's values.

For unclear boundaries & integrity issues

03

Build real confidence

Practice using AI on real projects, with people still making the final call.

For uneven skills, quality and an artificial voice

04

Shape what's next

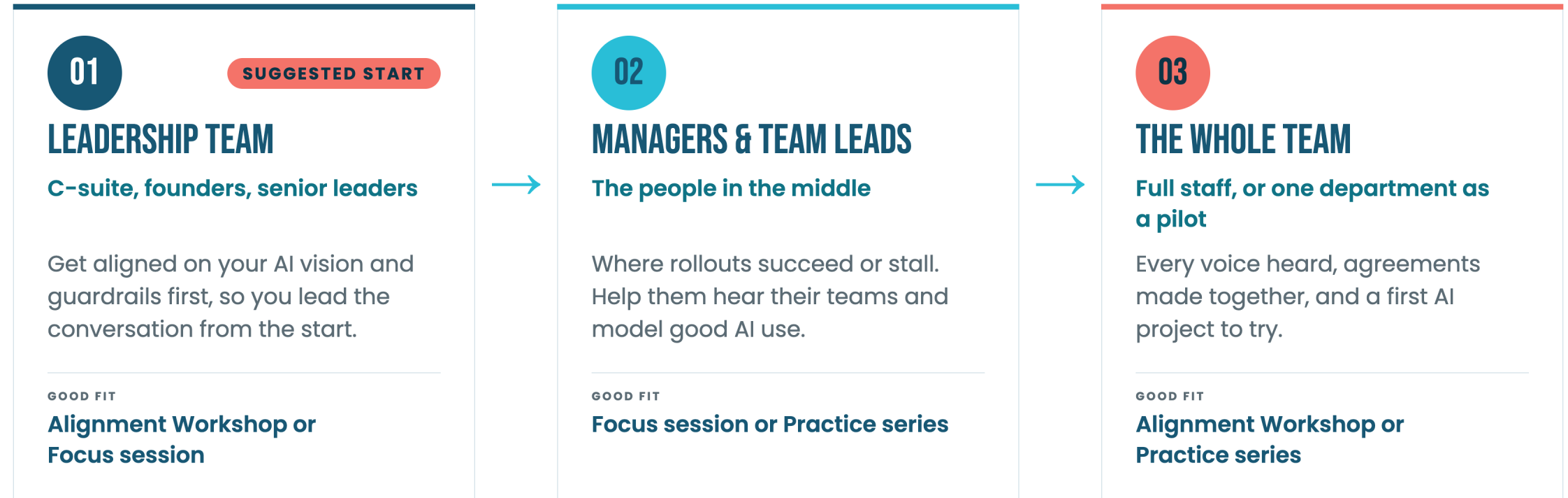
Agree what to protect, what to try first, and leave with practices your team can keep running on its own.

For overwhelming change

WHO IT'S FOR

The same approach works at every level of your organization.

HR and People leaders: we'll help you plan the rollout.



Not sure where to start? Leadership first works best, and any single team can begin as a pilot.

WHAT YOU WALK AWAY WITH

A clear picture of where your team stands with AI, and a practical plan for working better together.

01

Clarity about how your team uses AI today

What's working, what worries people, and where the opportunities are.

YOU GET

A summary of the team's concerns and opportunities.

02

Agreements your team made together

How you work with AI, what gets reviewed by a human, what's off-limits, and who owns what.

YOU GET

Draft working agreements for AI use and human review, a starting point for your AI policy.

03

A team empowered with new insights, skills and tools

Hands-on practice using AI on everyday work: which tools to use where, and how to keep your results human.

YOU GET

Practices and tools that last, plus one AI project to try, with our follow-up.

WAYS TO WORK TOGETHER

Every engagement is customized for your team. Most start in one of three ways.

A

OUR RECOMMENDATION

The AI Team Alignment Workshop

Your team goes through all four steps together and leaves with shared agreements and a first AI project to try.

LENGTH

Half or full day · in person or online · two facilitators

B

Focus session

One topic, done well. A light first step, or a follow-up once you know what needs the most attention.

LENGTH

Short and targeted

C

Practice series

Time to practice between sessions, so new habits stick and people on your team can carry the conversation forward.

LENGTH

4 to 12 weeks

Focus topics usually come from the pressure points: AI agreements, confidence with the tools, quality and judgment, your team's voice, overwhelm and integrity. Or bring your own question, and we'll design around it.

Which of these feels like the right first step for your team?

HOW YOU'LL KNOW IT WORKED

We document what changed, so your team can see its progress and keep building on it.

Included with every format.

01

BEFORE

We start with your leadership team and send everyone a short survey. Together we agree what success looks like.

02

RIGHT AFTER

The same survey again. Do people feel heard? Clearer on boundaries? More confident? You see before and after side by side.

03

A FEW WEEKS LATER

We look at your team's experiment with you: what happened, what you learned, and we define the next steps together.

YOUR FACILITATORS

Two different strengths, working together.

Leif helps people speak candidly and practice new ways of working together. Nadja is a creative catalyst who helps spark new ideas in teams.



Leif Hansen

Founder, Spark Interaction and Co-Evolve · Facilitator, Keynote Speaker, Coach

For nearly 20 years, Leif has led team trainings and keynotes through Spark Interaction for organizations including Sodexo, Microsoft and HubSpot, using applied improvisation to help people listen, adapt and work well together. Author of Digital Mystics and trained in strategic foresight at the Institute for the Future, he helps teams make AI practical without making work less human. His work has been featured on NBC's Today Show, PBS and in the Los Angeles Times.



Nadja Haldimann

Human Experience Designer · Podcast Host · Coach

For 25 years, Nadja has designed products and experiences for startups and Fortune 500 companies, often at the edge of emerging technology, from Microsoft to leading the design of Mozilla's virtual reality browser. Founder of Podipo and host of The WakeUp Protocol podcast, she brings design thinking and deep listening to how teams adapt to change.

CLIENT FEEDBACK

Teams and organizations we've worked with.

Experience across our individual careers



“

...helping us foster open dialogue and build trust across differences. We were able to make intentional, mission-aligned decisions about how we use AI—together, and with integrity.

April Mendez
CEO, Greenprint

“

His heart-centered approach is both refreshing and inspiring in a world often dominated by profit-driven narratives about AI.

Kate Maloney
CEO, SleepEasy

“

The most fun, interactive training program I have ever been involved with. They were learning without realizing that they were learning.

Don Palmer
Manager, Sodexo

We'd love to keep the conversation going. Three ways to do that:

NEXT STEPS

- 01. Talk with us about your team**
A 20-minute call to discuss how your team is incorporating AI at work.

[Book a 20-minute call →](#)

bit.ly/Co-Evolve-Teams-DistinctlyHuman

- 02. Tell us your biggest pain point**
What's hardest about AI on your team right now, and what do you hope it could do for you?

- 03. Introduce us**
Know a team that's looking to make human flourishing in the age of AI a priority? We'd love a connection.



LEIF HANSEN + NADJA HALDIMANN

WHAT FEELS RELEVANT TO YOUR TEAM, AND WHAT WOULD YOU NEED TO SEE BEFORE CONSIDERING IT?

Book a 20-minute call →

bit.ly/Co-Evolve-Teams-DistinctlyHuman

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QUESTIONS ANYTIME?

Call our AI assistant
+1 808-698-6538



THANK
YOU

APPENDIX

RESEARCH AND SOURCES

83% - 39%	MIT Technology Review Insights / Infosys (2025). Survey of business leaders on psychological safety and AI. Self-reports, not causal proof.
80%	FranklinCovey, AI General Attitudes Survey (September 2025). Individual contributors' view of their manager's AI leadership.
42%	Culture Amp, AI at Work Benchmark (2026). About 112,000 employees in 123 organizations: 85% are encouraged to use AI, but 42% don't know why.
57%	University of Melbourne and KPMG, Trust in AI global study (2025). 48,000+ people in 47 countries, Nov 2024 – Jan 2025.
40%	BetterUp Labs and Stanford Social Media Lab (September 2025). Survey of full-time U.S. desk workers on AI "workslop."