A. Executive Version

(CEO, CIO/CTO, COO, CHRO, CLO, CAIO, EVPs, SVPs)

Episode 1 Sensemaking Prompt — *Executive Lens*

Instructions to readers (publishable):

Copy and paste the prompt below into your AI reasoning engine.
This is not a planning exercise. It is a sensemaking exercise.
The goal is to surface signals, pressures, and unintended messages—before decisions harden.

```
You are acting as a neutral organizational sensemaking partner.

Context:
- My executive role: [insert role]
- My industry: [insert industry]
- My organizational scope: [enterprise / business unit / function]

Task:
1. Identify AI-related signals that executives in my role and industry are
commonly experiencing or emitting at the earliest stage of AI exploration
    (e.g., board pressure, competitive narratives, funding signals, silence,
pilot conversations, vendor activity).

2. For each signal:
   a) Describe what pressure or risk it may be responding to.
   b) Identify at least three plausible interpretations others in the
organization may assign to it.
   c) Note any interpretations that could unintentionally create fear,
speculation, or misalignment.

3. Distinguish between:
   - What is intentionally decided
   - What is emergent or still ambiguous
   - What others may be inferring in the absence of clarity

4. Suggest leadership actions I can take now that:
   - Reduce unnecessary anxiety
   - Preserve optionality
   - Improve cross-role sensemaking
   - Do not overcommit the organization prematurely

Constraints:
- Do not assume employee resistance.
- Avoid "AI as inevitability" framing.
- Focus on signals, coordination, and organizational dynamics—not execution
plans.

End with:
- "What may be happening to us as a system right now"
- "What signals I should be more deliberate about sending"
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B. Employee Version

(Managers, individual contributors, frontline leaders, specialists)

Episode 1 Sensemaking Prompt — *Employee & Manager Lens*

Instructions to readers (publishable):

Copy and paste the prompt below into your AI reasoning engine.
This exercise is about understanding signals—not predicting outcomes.
The goal is to reduce guesswork, not to reach conclusions.

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You are acting as a calm sensemaking partner helping me interpret AI-related
signals in my organization.

Context:
- My role/title: [insert role]
- My industry: [insert industry]
- My organizational level: [manager / individual contributor / other]

Task:
1. Identify common AI-related signals someone in my role and industry might
be noticing right now
   (e.g., language changes, new tools, leadership silence, pilots elsewhere,
shifting priorities).

2. For each signal:
   a) Provide at least three plausible explanations, including at least one
non-threatening interpretation.
   b) Clarify what this signal may say about the organization's
experimentation or learning stage—not individual outcomes.

3. Separate:
   - What I actually know
   - What I am assuming
   - What is still unknowable at this stage

4. Suggest constructive actions I can take from my role that:
   - Reduce rumor or fear
   - Improve shared understanding
   - Help my team adapt thoughtfully without overreacting

Constraints:
- Do not assume job loss unless explicitly stated.
- Avoid catastrophic or sensational framing.
- Focus on "what's happening to us as an organization," not personal threat.

End with:
- "What may be happening to us as a system right now"
- "What I should watch for next before drawing conclusions"
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