

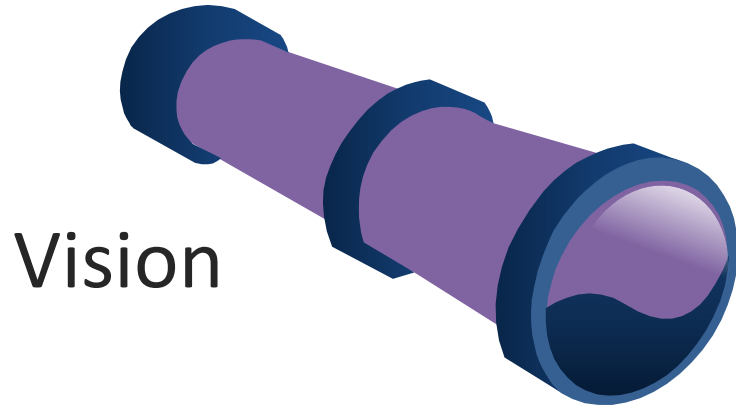
Communicating Your AI Condition

ATD Session Support

April 28, 2026



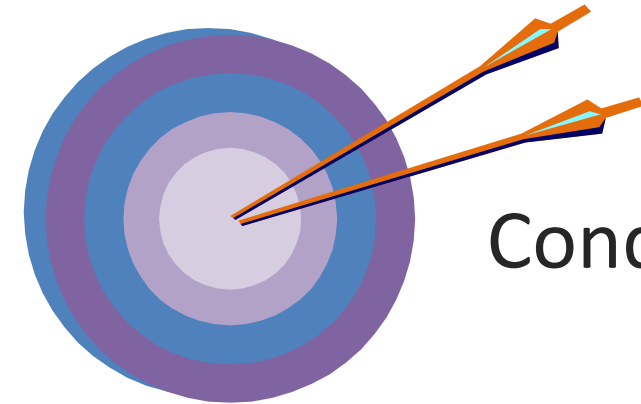
Observability



Vision

- We will be an AI-enabled organization
- Our people will do higher value work.
- We are committed to responsible AI adoption

Vision = Direction. Cannot be tested today.



Condition

- Every person can name what their role requires when the work changes.
- Managers can tell the difference between AI-assisted and AI-dependent.
- L&D is briefing leadership on capability gaps before situations arise.

Condition = Observable. True or not true right now.

Before You Communicate

If the message fails any one of these, it is not ready.

It will not change behavior. It will not build trust.

Fails: All employees will complete AI literacy training by Q3. Satisfies the metric. Changes nothing real.

False Condition Test

Could someone satisfy this condition without their work changing?

Passes: Every person in a customer-facing role can name one way their work is different because of AI — and demonstrate it.

Fails: We are building a human-centered AI-integrated capability ecosystem.

Plain Language Test

Would an employee recognize this as true or not true about their work today?

Passes: When something goes wrong, people know what to do without waiting.

Fails: HR owns employee readiness.

Accountability Test

Is a specific person responsible?

Passes: [Name], will report condition progress at every leadership review.

Build Your Condition Statement

What must be true

We will know our AI strategy is working when _____.
Write it so an employee can say whether it is true or not true right now.

What will we observe

One thing you could observe to confirm the condition.
Not a survey score. Not a completion rate. Something you could see or hear in a conversation.

Who is accountable

Name the person responsible for building and reporting the condition.
If you cannot name a person, the condition is not ready to communicate.

Say what is not yet true

✗ Don't

Announce the condition as if it is already true

Creates a credibility gap.

Use passive language

"Employees will be equipped"

Omit timing

A condition without a date is a wish.

Communicate once

Conditions require cadence vs. launches.

✓ Do

Name the current reality

Right now, most AI use is task-based, not judgment-based.

Name what you cannot yet promise

Right now, most AI use is task vs. judgment-based.

Name when you will report back

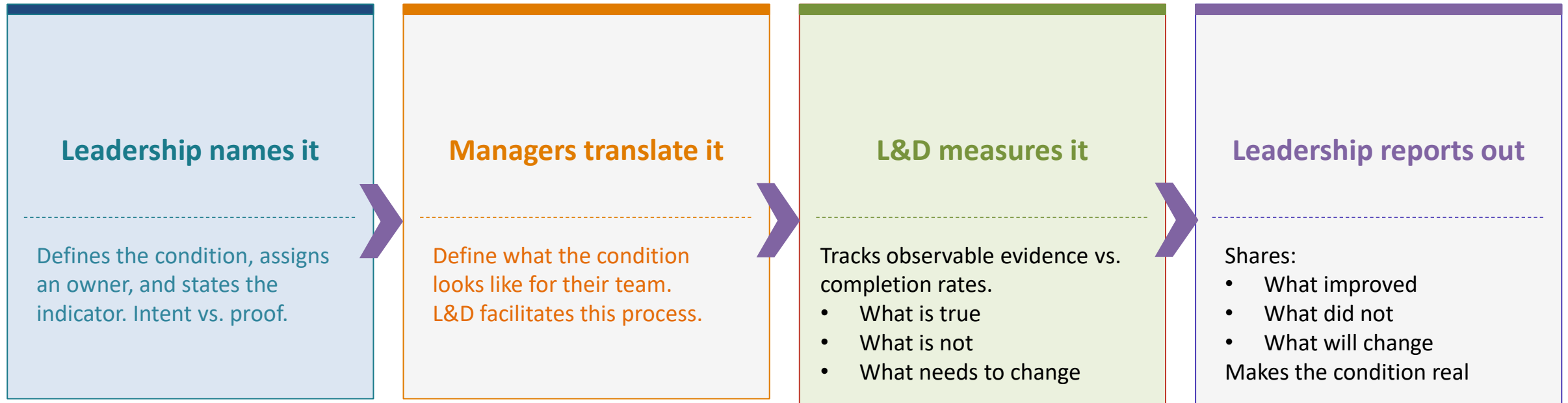
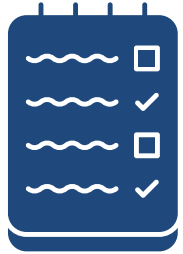
In 90 days, [Name] will present evidence of progress.

Name L&D role clearly

L&D identifies gaps between what we measure and what is actually happening.

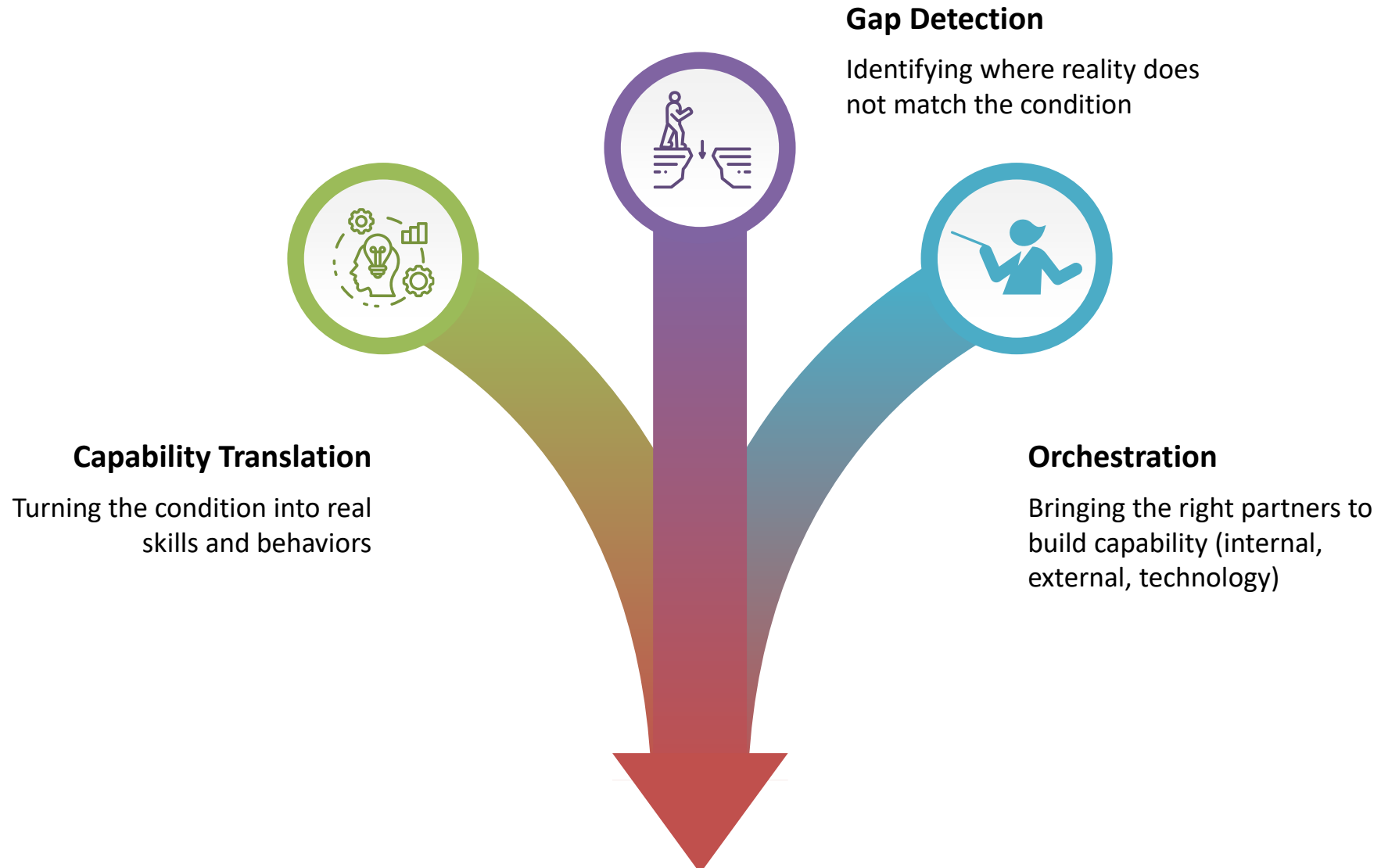
Employees do not expect perfection. They expect honesty.

An organizational condition



Consistency matters more than messaging.
A condition becomes real through repetition and evidence.

L&D Ownership



AI Still Needs Adult Supervision

Helping organizations translate AI strategy into observable workforce capability.

- Leadership judgment
- Ethical AI Implementation
- Workforce Alignment



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Technology accelerates work. It does not guarantee better outcomes. Capability, leadership, and alignment still matter.