AI Adoption Considerations for L&D

A guide to help you walk through various considerations in adopting Artificial Intelligence (AI) into your organization.

PARAD☐X learning

Business Case & Alignment
Do you have a business case that explicitly states the rationale for investing and implementing AI that align with your business objectives?

1

Tips
Develop a business case and validate that with your leadership team.

Tips
Ensure your leadership team endorses the project.

2

Leadership Mindset
Does the leadership team have a realistic and broad understanding of AI? Are they supportive and informed about the project?

Stakeholder Consultation
Who are your end users and stakeholders? Have you identified and consulted with them?

3

Tips
Define who your end users are and include them at the onset of the project.

Tips
Align the AI tool's design with your pedagogical goals.

4

Pedagogical Purpose
What assumptions does the AI tool make about the learners and their learning? Can you articulate the learning impacts this tool will have?

Staff Knowledge & Skill
Have you gauge the knowledge and skills of the staff, both the L&D team and the broader organizational workforce?

5

Tips
Use the AI Literacy Framework and Competencies to conduct a self-assessment.

Tips
Encourage cross-functional collaboration to provide a diversity of perspectives.

6

Roles & Accountabilities
Have you clearly defined the roles and accountabilities for all stakeholders involved in the project?

Culture
What are the collective attitudes, perception, expectation, and trust toward AI?

7

Tips
Provide ongoing education, support, demos, and discussions on AI.

Tips
Establish a governance framework that enforces ethical standards and compliance.

8

Governance
Do you have policies, accountabilities and transparency measures and guidelines in place?

Technical Infrastructure
Do you have appropriate technological framework and support in place?

9

Tips
Ensure that your infrastructure can handle the computational demands and scalability.

Tips
Implement robust data governance practices.

10

Data Privacy & Security
Have you assess the suitability, relevancy, and security of the data for training and operating AI?

Ethics
Have bias, equity, fairness, privacy, copyright, and other related ethical related issues been addressed and being continuously reviewed?

11

Tips
Designate a team/individual responsible for monitoring the ethical implications of AI use.

Tips
Align your evaluation plan with your organization's business goals.

12

Evaluation
Do you have an evaluation plan in place to measure the impact of AI adoption? Have you identify the key metrics for success?