

AI Adoption Considerations for L&D

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

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?

3

Tips

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

Stakeholder Consultation

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

4

Tips

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

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?

5

Tips

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

Staff Knowledge & Skill

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

6

Tips

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

Roles & Accountabilities

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

7

Tips

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

Culture

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

8

Tips

Establish a governance framework that enforces ethical standards and compliance.

Governance

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

9

Tips

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

Technical Infrastructure

Do you have appropriate technological framework and support in place?

10

Tips

Implement robust data governance practices.

Data Privacy & Security

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

11

Tips

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

Ethics

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

12

Tips

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

Evaluation

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