

AI-Related Workshop Offerings

Bridging the gap between AI optimism, uncertainty, and human-centered workplace realities

Dana Brownlee
SPEAKER-TRAINER-AUTHOR

© 2026 Professionalism Matters, Inc. All Rights Reserved.

Building a Culture of Candor in the Age of AI

The simple truth is that navigating the technical side of AI adoption is the easier part for most organizations. The harder part is the human side - cultivating workplace cultures that encourage honesty, curiosity, thoughtful experimentation, and candid communication, particularly during periods of rapid change and uncertainty.

While AI integration can initially feel intimidating, successful adoption does not require perfection. Instead, it depends on a willingness to ask questions, challenge assumptions, acknowledge mistakes, voice concerns, and openly discuss both opportunities and risks. In many organizations, psychological safety and organizational candor are becoming increasingly necessary for responsible and effective AI integration.

This engaging, discussion-driven workshop explores what cultures of candor look like in an AI-enabled workplace - and more importantly, how leaders and teams can intentionally cultivate them. Through facilitated discussion, practical examples, reflection activities, and participant sharing, attendees will explore strategies for encouraging healthier communication, greater trust, stronger collaboration, and more authentic workplace dialogue during times of AI-fueled technological change.

Workshop Topics

- Understanding the critical relationship between organizational candor and successful AI adoption
- Exploring how psychological safety strengthens communication, collaboration, and innovation
- Recognizing the fear, uncertainty, and anxiety often associated with the AI learning curve
- Encouraging healthy questioning, candid discussion, and responsible risk-taking during AI adoption
- Cultivating communication habits that support curiosity, experimentation, and continuous learning
- Discussing practical strategies for creating psychologically safe work environments
- Sharing participant experiences, concerns, and emerging best practices related to the human side of AI adoption

Practical AI Ground Rules for Teams

One of the biggest mistakes organizations can make is introducing AI into day-to-day workflows, communication practices, and team norms without intentionally discussing and establishing clear expectations for responsible usage.

Without proactive conversations around appropriate use cases, communication expectations, preferred tools, confidentiality concerns, and workplace boundaries, teams can quickly experience inconsistent practices, growing frustration, reduced accountability, and unnecessary workplace tension.

This engaging, discussion-driven workshop explores how thoughtfully designed AI ground rules can help strengthen trust, encourage healthier collaboration, and proactively address common adoption challenges before they begin to undermine productivity and morale.

Through facilitated discussion, reflection activities, practical examples, and participant sharing, attendees will explore common AI-related workplace friction points and discuss practical approaches for establishing healthier communication norms, clearer expectations, and more effective collaboration practices within their own organizational environments.

Workshop Topics

- Understanding how ground rules reinforce team culture, consistency, and accountability
- Using a collaborative, bottom-up process to encourage buy-in and shared ownership
- Addressing common AI concerns surrounding accountability, confidence, communication, and consistency
- Identifying common AI adoption friction points and discussing practical approaches for addressing them proactively
- Establishing communication expectations surrounding AI-generated messaging, meeting notes, and collaborative work
- Facilitating healthy discussion, participation, and consensus-building across teams
- Sharing AI ground rules lessons learned, challenges, and emerging best practices

Navigating the AI Learning Curve: Stories, Pitfalls, and Practical Insights for Leaders and Teams

For many non-technical professionals, AI adoption can feel both exciting and overwhelming. As leaders and teams experiment with new tools and workflows, they often encounter unexpected challenges, frustrating missteps, and common pitfalls that rarely appear in formal AI training programs.

This practical, story-driven workshop explores the real-world learning curve associated with integrating AI into both workplace responsibilities and everyday personal decision-making. Rather than focusing on technical concepts or specific tools, the session highlights common pitfalls, workplace realities, and practical strategies that can help leaders and teams use AI more thoughtfully, confidently, and effectively.

Through relatable examples, candid lessons learned, and facilitated discussion, participants will gain practical insights for navigating AI adoption while avoiding common mistakes that can quietly undermine productivity, communication, judgment, and team effectiveness.

Workshop Topics

- Knowing when to question or override AI-generated recommendations
- Understanding how risk aversion and bias can influence AI outputs
- Avoiding a “one-size-fits-all” AI tool strategy
- Recognizing the AI learning curve as an ongoing process rather than a one-time event
- Best practices for using AI-generated meeting notes responsibly and effectively
- Organizing chats, folders, and workflows to preserve institutional knowledge and improve efficiency
- Practical techniques for improving prompt quality and AI interactions
- Avoiding the temptation to become overly reliant on AI-generated messaging
- Common workplace AI pitfalls that can create confusion, inconsistency, or overreliance

Navigating AI Adoption for Leaders and Teams

While AI presents tremendous opportunity, it is also creating significant uncertainty within many organizations. Employees and leaders alike are grappling with questions surrounding trust, risk, job security, communication norms, productivity expectations, and responsible workplace usage.

The reality is that technology adoption rarely fails because of the technology itself. More often, organizations struggle with the human side of change - resistance, fear, unclear expectations, inconsistent adoption, and cultural friction. In many organizations, AI is not necessarily creating entirely new leadership challenges but more so exposing existing communication, accountability, and team effectiveness gaps that were already present beneath the surface.

This practical, discussion-driven session explores the leadership, communication, and team dynamics that often determine whether AI adoption strengthens organizational effectiveness or quietly creates confusion, inconsistency, and workplace tension.

Workshop Topics

- Applying practical change leadership concepts within the context of AI adoption
 - Examining common emotional and organizational responses to AI adoption
 - Identifying leadership strategies for reducing fear, resistance, and workplace uncertainty
 - Exploring communication practices that encourage trust, candor, and healthy experimentation
 - Recognizing common AI adoption pitfalls that create confusion, inconsistency, or disengagement
 - Exploring the value of practical “yes/no/maybe” AI usage frameworks for reducing confusion and inconsistency
 - Sharing practical lessons learned and emerging workplace best practices
 - Developing strategies for fostering a culture of curiosity, adaptability, and continuous learning
-

Interested in bringing one of our workshops to your organization?

We'd love to connect.

danapbrownlee@professionalismatters.com

[linkedin.com/in/danabrownlee](https://www.linkedin.com/in/danabrownlee)