LUMIS HR SOLUTIONS

EMPOWERING PEOPLE SIMPLIFYING HR

LUMIS AI™ ACADEMY

AI IN HR
IMPLEMENTATION SERIES

Knowledge for Successful and
Responsible AI Implementation in HR



LUMIS AI™ by LUMIS HR Solutions LLC
Written by Abadaya Lashley

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LUMIS AI™ ACADEMY | COURSE PREVIEW

AI in HR Implementation

Course Preview

Ten modules. One journey from the first question to proven value.

A practical, self-paced course for HR leaders and teams

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WHY THIS COURSE

AI Adoption Fails on Execution, Not Interest

Most organizations want AI. Few have a plan to do it responsibly, and the gaps are expensive.

INTEREST WITHOUT DIRECTION

Tools get bought before the problem is defined. The result: spend with no clear return.

SPEED WITHOUT GOVERNANCE

Employees adopt AI on their own. The result: data and decision risk nobody approved.

TOOLS WITHOUT PEOPLE

People are not prepared or involved. The result: AI that gets ignored, or worked around.

THE PROMISE: Every one of these gaps is something this course closes.

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THE EVIDENCE

The Readiness Gap Is Real and Measurable

Independent surveys point to the same pattern: adoption is moving faster than preparation.

NO AI TRAINING

71%

of employees said they received no AI training in the past year, though 63% said building AI skills is important.

LEADERS UNDERESTIMATE

4% vs 13%

C-suite executives estimated 4% of employees use generative AI for 30% or more of their work. Employees reported 13%.

VOICE IN DECISIONS

20%

more likely to adapt to AI quickly, when employees say they have a voice in decisions that affect them.

Sources: Dayforce 16th Annual Pulse of Talent, with Hanover Research (Oct 2025); McKinsey, Superagency in the workplace (Jan 2025); Great Place To Work, Winning the AI Race (Mar 2025). Survey findings and associations, not proof of cause and effect.

THE TAKEAWAY: Preparing and involving people is part of the return on AI.

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WHAT YOU GET

Built for the People Responsible for AI in HR

Designed for HR leaders and teams, especially in small and mid-sized organizations.

YOU WILL LEARN TO

Plan, govern, evaluate, deploy, and measure AI in HR using a connected set of LUMIS AI™ frameworks.

YOU WILL BE ABLE TO

Make AI decisions you can explain, defend, and improve, with people involved at every stage.

YOU WILL LEAVE WITH

A clear sequence to follow, from strategy to measurement, and the language to lead the conversation.

THE ARC: Start with people. Finish with proof.

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WHAT MAKES IT DIFFERENT

Most AI Training Teaches Tools. This Course Starts With People.

MOST AI TRAINING

- How to use a tool
- Features and prompts
- Ends at go-live

THIS COURSE

- Starts with people: readiness, trust, and involvement
- Covers strategy, governance, data, and change
- Continues through measurement and proof of value

THE DIFFERENCE: Technology readiness does not create people readiness. Both are required.

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THE HUMAN-CENTERED APPROACH

AI Transformation Begins With People

The LUMIS AI™ Human-Centered AI Transformation Model™: six conditions people need.

PREPARED

Emotional Readiness

Ready for the emotional impact of AI-driven change.

SUPPORTED

Psychological Safety

Safe to ask questions, raise concerns, and learn.

PROTECTED

Ethical Workforce Integration

Fairness, accountability, transparency, and human oversight.

INFORMED

Communication & Trust Building

Clear, consistent communication that builds trust.

ALIGNED

Cultural Alignment & Morale Stability

Values, engagement, cohesion, and stability.

EQUIPPED

Workforce Transition & Reskilling

Ready for changing tasks, roles, and skills.

THE PRINCIPLE: People are not a phase of the implementation. They are the foundation of it.

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THE JOURNEY

Ten Modules, One Connected Path

Each module answers the question you would face next.

MODULE 1

Why AI Transformation Begins with People

MODULE 2

From AI Interest to Implementation Strategy

MODULE 3

Building the Foundation for Responsible AI Adoption

MODULE 4

Putting AI to Work Across HR

MODULE 5

Evaluating and Selecting AI Solutions

MODULE 6

Building the Data Foundation for AI Implementation

MODULE 7

AI Deployment & Change Management

MODULE 8

AI Workforce Capability & Implementation Alignment

MODULE 9

AI Implementation Due Diligence & Decision Readiness

MODULE 10

Measuring AI Impact, Value & ROI

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MODULES 1 AND 2

Start With People and Strategy

MODULE 1: WHY AI TRANSFORMATION BEGINS WITH PEOPLE

Why do AI projects stall even when the technology works?

You leave with: A people-first case and a model for leading AI change.

Frameworks: LUMIS AI™ Human-Centered AI Transformation Model™

MODULE 2: FROM AI INTEREST TO IMPLEMENTATION STRATEGY

Where do we actually start?

You leave with: A structured implementation strategy and a quick start plan.

Frameworks: LUMIS AI™ Adoption Framework™ · Quick Start Guide™ · Implementation Cycle™

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MODULES 3 AND 4

Govern First, Then Execute

MODULE 3: BUILDING THE FOUNDATION FOR RESPONSIBLE AI ADOPTION

How do we keep AI use safe and accountable?

You leave with: Governance in place, and a way to spot shadow AI risk.

Frameworks: LUMIS AI™ Governance Framework™ · Shadow AI Risk Model™

MODULE 4: PUTTING AI TO WORK ACROSS HR

Where in HR should AI actually go?

You leave with: A clear view of where AI fits across the employee lifecycle.

Frameworks: LUMIS AI™ Across Employee Lifecycle Model™

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MODULES 5 AND 6

Choose Well and Get the Data Right

MODULE 5: EVALUATING AND SELECTING AI SOLUTIONS

How do we choose a vendor without being sold to?

You leave with: Nine criteria to evaluate AI solutions on evidence.

Frameworks: LUMIS AI™ Vendor Evaluation Criteria™

MODULE 6: BUILDING THE DATA FOUNDATION FOR AI IMPLEMENTATION

Can we trust the data behind our AI?

You leave with: An approach to data quality, governance, and preservation.

Frameworks: LUMIS AI™ Data Quality & Governance Model™ · Data Preservation & Integrity Framework™

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Deploy With People, Build Capability

MODULE 7: AI DEPLOYMENT & CHANGE MANAGEMENT

How do we go live without losing our people?

You leave with: A five-stage change plan, from awareness to acceleration.

Frameworks: LUMIS AI™ Change Management Model™

MODULE 8: AI WORKFORCE CAPABILITY & IMPLEMENTATION ALIGNMENT

Who can actually run this?

You leave with: Skill pathways and supervisors ready to lead.

Frameworks: LUMIS AI™ Workforce Readiness Pathway™ · Supervisor Capability Model™

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MODULES 9 AND 10

Decide With Evidence, Prove the Value

MODULE 9: AI IMPLEMENTATION DUE DILIGENCE & DECISION READINESS

Are we truly ready to commit?

You leave with: A decision you can defend, with stated conditions.

Frameworks: LUMIS AI™ Decision Readiness Path

MODULE 10: MEASURING AI IMPACT, VALUE & ROI

How do we prove it was worth it?

You leave with: A way to show impact, value, and ROI, and keep improving.

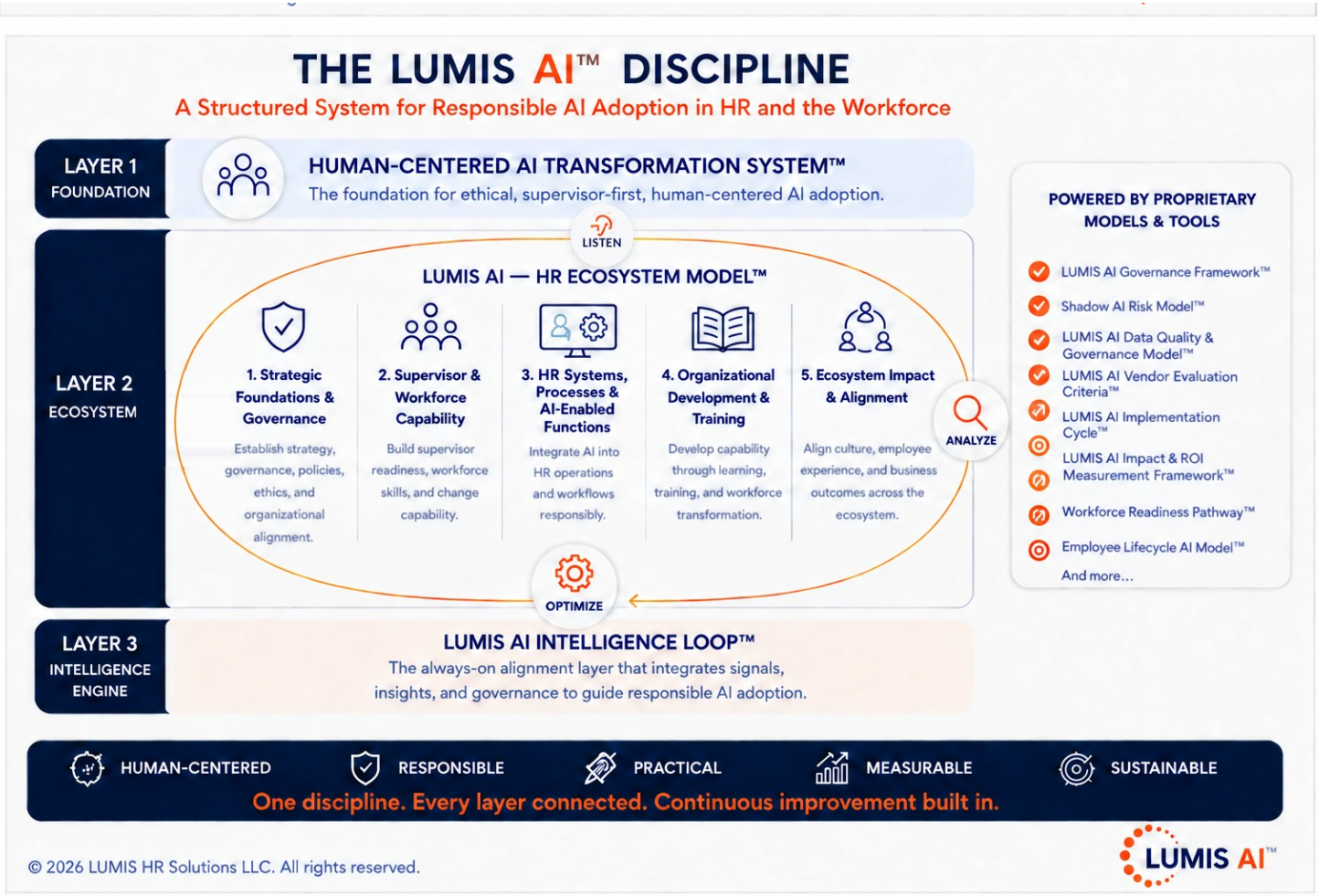
Frameworks: LUMIS AI™ Impact & ROI Measurement Framework™ · Intelligence Loop™

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THE SYSTEM BEHIND IT

A System, Not a Stack of Slides

The LUMIS AI™ Discipline: three layers that work together.



WHAT IS INCLUDED

Everything You Need to Put It Into Practice

10 NARRATED MODULES

Visual, self-paced modules with clear objectives, one for each step of implementation.

LUMIS AI™ FRAMEWORKS

Named, reusable frameworks and models in every module, explained step by step.

KNOWLEDGE CHECKS

A check at the end of each module to confirm you can apply what you learned.

COMPANION MANUAL

The manual, Smarter HR: Implementing AI in HR, as a reference to keep.

THE EXPERIENCE: Learn at your pace. Use it on Monday.

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YOUR INSTRUCTOR

Abadaya Lashley

Founder and Principal Consultant, LUMIS HR Solutions LLC

EXPERIENCE

About 15.5 years in HR across government agencies, covering all HR functions, plus an MPA.

FOCUS

Employer-side HR and workforce readiness, with a focus on responsible AI adoption.

BODY OF WORK

- “Smarter HR: Implementing AI in HR”
- “2026 HR Compliance Manual for SMBs” (Maryland Edition)
- “AI Literacy Is Not Enough” (white paper)

THE APPROACH: Practical guidance from the HR side of the table.

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READY TO BEGIN?

Start with people. Finish with proof.

10 modules | LUMIS AI™ frameworks | Knowledge checks | Companion manual

Build AI that earns its place in your organization.

Enroll at lumisai.co

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