PROGRAM PREVIEW

LUMIS AI™ ACADEMY

AI WORKFORCE READINESS

Preparing People and Organizations for Responsible AI Adoption

LUMIS AI™ by LUMIS HR Solutions LLC

Written and developed by Abadaya Lashley



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LUMIS AI™ ACADEMY | PROGRAM PREVIEW

AI Workforce Readiness

Program Preview

Nine modules. One path from AI awareness to a responsible action plan.

A practical, self-paced program for people and organizations getting ready for AI

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WHY THIS PROGRAM

Giving People AI Is Not the Same as Making Them Ready

Access to a tool is the easy part. Readiness is where adoption succeeds or stalls.

PEOPLE WITHOUT CONFIDENCE

Employees unsure how or whether to use AI either avoid it or use it carelessly.

WORK WITHOUT CLARITY

Tasks, roles, and expectations change, and nobody explained how.

USE WITHOUT GUARDRAILS

Without guidance, data protection and human judgment are left to chance.

THE PROMISE: This program builds the readiness that makes AI work.

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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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THE READINESS APPROACH

Readiness Is Broader Than Tool Access

Four things have to be ready together.

PEOPLE

Employees need enough understanding and confidence to participate responsibly.

WORK

Tasks, workflows, roles, and expectations may change as AI enters the workplace.

ORGANIZATION

Leadership, guidance, culture, systems, and support shape whether adoption succeeds.

RESPONSIBILITY

Data protection, human judgment, appropriate use, and accountability remain essential.

THE PRINCIPLE: Build the foundation before the technology.

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WHAT MAKES IT DIFFERENT

Most AI Training Teaches Tools. This Program Builds Readiness.

MOST AI TRAINING

- How to use a tool
- Prompts and features
- Ignores the people and the organization around it

THIS PROGRAM

- Starts with people: understanding, confidence, and trust
- Covers literacy, roles, responsible use, and the organization
- Ends in a responsible action plan, before implementation

THE DIFFERENCE: Build the knowledge before implementing the technology.

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WHO IT IS FOR

Built for the Ecosystem Around AI in HR

ORGANIZATIONS IMPLEMENTING AI IN HR

Build workforce and organizational readiness before moving deeper into implementation.

HR AND BUSINESS LEADERS

Develop a common foundation for better decisions, communication, and accountability.

MANAGERS, SUPERVISORS, AND EMPLOYEES

Understand how AI may affect work and what responsible participation looks like.

TECHNOLOGY AND SOLUTION PROVIDERS

Help customers build the knowledge and readiness that support successful use of AI-enabled tools.

THE VALUE: One shared foundation, so everyone starts from the same place.

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THE JOURNEY

Nine Modules, One Readiness Path

Each module answers the question you would face next.

MODULE 1

Understanding AI Workforce Readiness

MODULE 2

The Human Foundation

MODULE 3

AI Literacy for the Workforce

MODULE 4

AI and the Changing Workplace

MODULE 5

Role-Based AI Readiness

MODULE 6

Responsible AI Readiness

MODULE 7

Organizational AI Readiness

MODULE 8

From Readiness to Adoption

MODULE 9

AI Workforce Readiness Action Plan

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MODULES 1 TO 3

Understand It, Prepare People, Build Literacy

MODULE 1: UNDERSTANDING AI WORKFORCE READINESS

What does it mean to be ready for AI-enabled work?

You leave with: A shared foundation and a clear definition of readiness.

MODULE 2: THE HUMAN FOUNDATION

What do people need to participate successfully in AI-enabled change?

You leave with: The human conditions that make AI adoption work.

MODULE 3: AI LITERACY FOR THE WORKFORCE

What does an informed workplace AI user need to understand?

You leave with: Practical AI literacy, with no technical expertise required.

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MODULES 4 TO 6

Understand Change, Clarify Roles, Use AI Responsibly

MODULE 4: AI AND THE CHANGING WORKPLACE

How can AI change the way work gets done?

You leave with: The ability to anticipate how tasks, roles, and experience may change.

MODULE 5: ROLE-BASED AI READINESS

What does readiness look like for different roles?

You leave with: Clarity on the knowledge, skills, and responsibilities of your role.

MODULE 6: RESPONSIBLE AI READINESS

How do people make responsible choices when using AI every day?

You leave with: A practical mindset for appropriate use, data protection, and verification.

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MODULES 7 TO 9

Prepare the Organization, Move Into Practice, Plan the Next Step

MODULE 7: ORGANIZATIONAL AI READINESS

Has the organization created the conditions for people to succeed with AI?

You leave with: A view of the organization as a connected system, and how to strengthen readiness.

MODULE 8: FROM READINESS TO ADOPTION

How does readiness become appropriate workplace practice?

You leave with: The understanding that adoption is more than buying or providing a tool.

MODULE 9: AI WORKFORCE READINESS ACTION PLAN

What should happen after readiness, before implementation?

You leave with: An initial responsible action plan, and when to bring in deeper expertise.

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WHAT IS INCLUDED

Everything You Need to Build the Foundation

9 NARRATED MODULES

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

PRACTICAL EXAMPLES

Clear explanations and examples that turn readiness ideas into things you can use.

KNOWLEDGE CHECKS

Checks within the modules to confirm you can apply what you learned.

AN ACTION PLAN

You finish with a responsible, pre-implementation action plan for your next step.

THE EXPERIENCE: Learn at your pace. Start with confidence.

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WHERE THE FOUNDATION LEADS

Readiness Is the Beginning, Not the End

Four stages from readiness to results. This program builds the first.

1 READINESS

Are our people and organization prepared?

2 PRE-IMPLEMENTATION

What must be reviewed, decided, or put in place?

3 IMPLEMENTATION

How do we put the plan into practice responsibly?

4 MEASURE AND IMPROVE

What is working, and what comes next?

YOUR NEXT STEP: Next in the LUMIS AI™ Academy: the AI in HR Implementation course.

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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?

Build the knowledge before implementing the technology.

9 modules | Practical examples | Knowledge checks | Action plan

Get your people and your organization ready for AI.

Enroll at lumisai.co

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