

The AI Compass: **three conversations** that come before any AI tool

In most organisations AI is already there. Often quietly, without ever appearing on an agenda. It is not the tool that decides whether it works, but the conversation about it. This one-pager helps you have that conversation.

SURFACE CURRENT Tools Policy Guidelines Training Processes

UNDERCURRENT Trust Quiet use Fear of saying it What stays human work

The AVOP view: AI adoption rarely fails on the technology. It fails in the undercurrent: on trust, behaviour and conversations that never take place.

The three conversations

1

The moral compass
What do we consider appropriate towards clients and data, and what not?

- What do we use AI for, and what not?
- What do we tell clients about our AI use?
- Which data never goes into an AI tool?

Signal: there is policy, but nobody can retell it. Then the compass belongs to paper, not to the team.

Pitfall: delegating the conversation to IT or legal. This is a values conversation, not a compliance exercise.

2

Who dares to say it
Is AI used openly in our organisation, or quietly?

- Does everyone dare to share where AI helps them?
- What does quiet use say about our mutual trust?
- How do we make experimenting safe and discussable?

Signal: in the team meeting nobody uses AI, in the corridors everyone does. That difference is the diagnosis.

Pitfall: forcing openness with mandatory reporting. Trust grows through leading by example, not through registration.

3

What stays human work
Which part of our work do we never hand over?

- Where does our human added value sit?
- Which decisions always require human judgement?
- What does this mean for everyone's craftsmanship?

Signal: insecurity rarely shows up as a question and often as resistance to every tool.

Pitfall: reassuring without the conversation. A promise convinces nobody who never had the conversation.

The format: the compass conversation in 60 minutes

Put this one-pager on the table in your team meeting. One facilitator keeps time, everyone joins in. No laptops, do bring a flip chart.

<p>5 min</p> <p>Round: who already uses AI, and for what?</p>	<p>15 min</p> <p>Conversation 1: the moral compass</p>	<p>15 min</p> <p>Conversation 2: who dares to say it</p>	<p>15 min</p> <p>Conversation 3: what stays human work</p>	<p>10 min</p> <p>Record agreements and plan the follow-up</p>
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Tips for the facilitator: let silences stand for a moment, that is where the real conversation starts. Ask for examples from daily practice. And park tool discussions ("which tool is better?") on a separate list: that is not what this conversation is about.

RECORD THREE AGREEMENTS, ONE PER CONVERSATION

1 • Our boundaries owner / date

2 • Our openness owner / date

3 • Our human work owner / date