

Building the AI Enablement Playbook



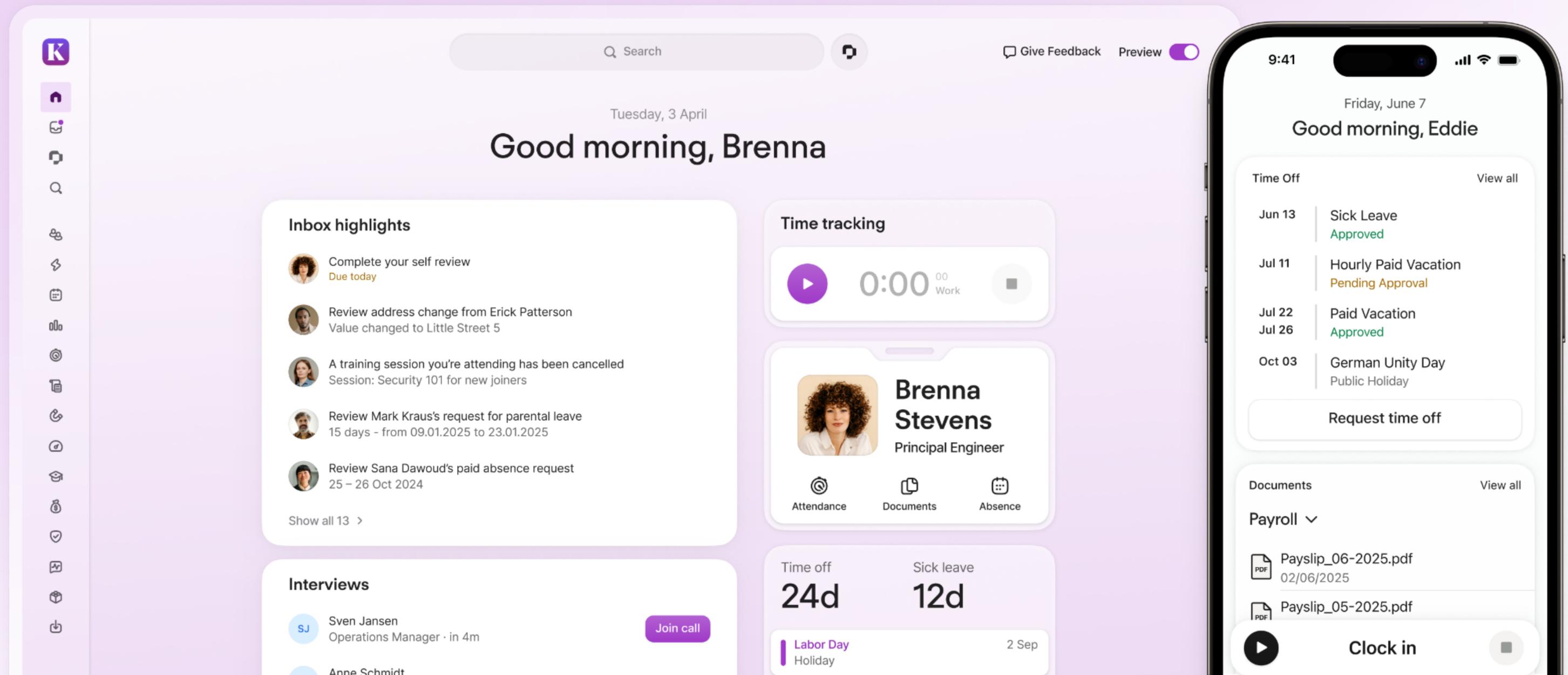
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We design, build and maintain the products our customers depend on daily to run their businesses.





Product Management

Drives the product strategy and roadmaps.



Engineering

Builds, runs and maintains all our software products, and the infrastructure that powers it.



Design

Leads our product design, research, and cultivates our brand and design systems.



Strategy & Ops

Enables us to work smarter and faster across all of the organisation.



Product Marketing

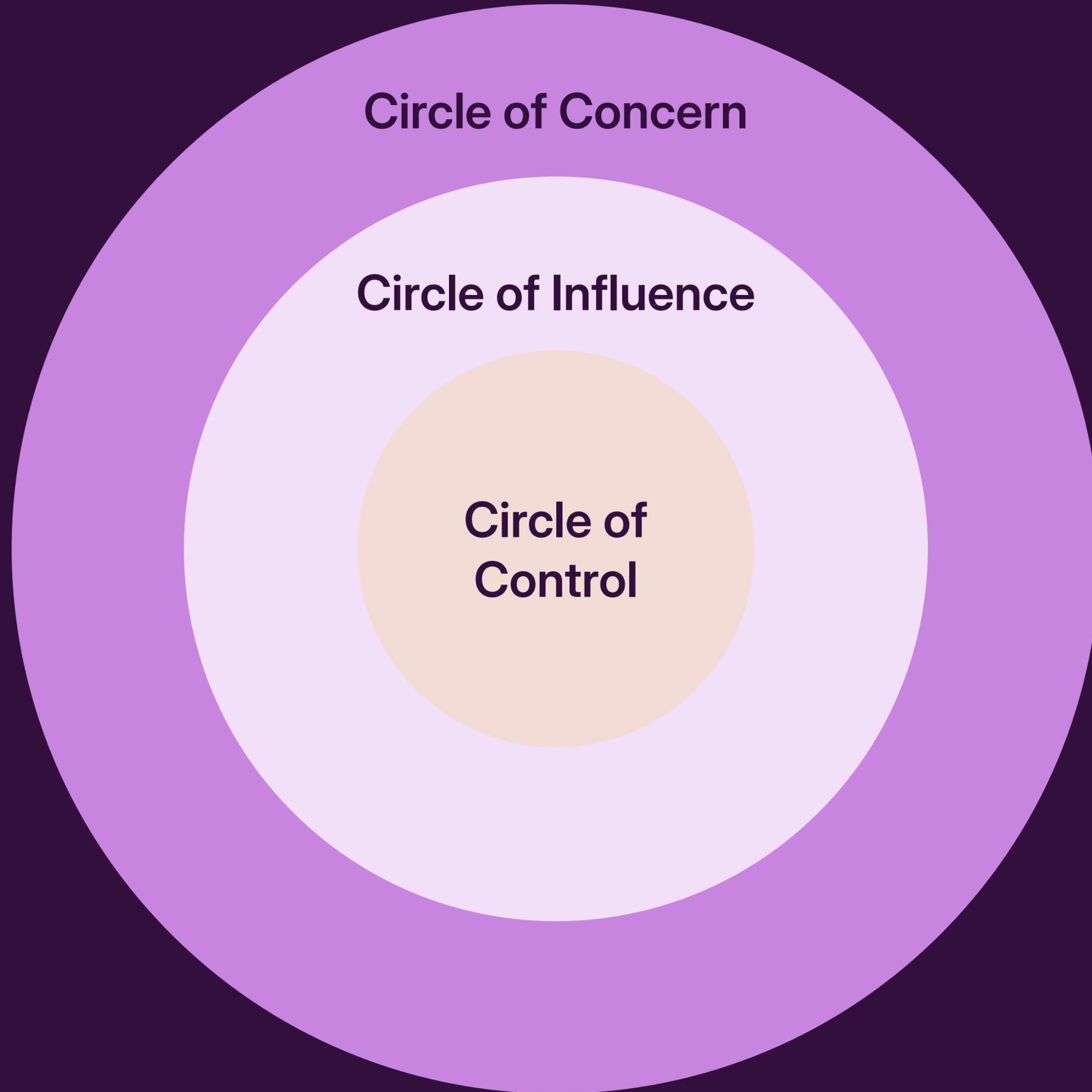
Drives adoption and internal enablement by developing the message around the product

Adapting FAST to **RAPID** Change

Focus

A man with short dark hair and a light beard, wearing a light pink button-down shirt over a white t-shirt, is seated at a desk in an office. He is looking intently at a computer monitor on the left side of the frame. His hands are on a keyboard. The office environment is softly lit, with a desk lamp and various office supplies visible in the background. The word "Focus" is overlaid in large white text on the left side of the image.

No concern



Circle of Concern

Circle of Influence

**Circle of
Control**

The AI adoption playbook

The AI adoption approach

Provide the right
tools for the job

Support **mastering**
the tools

Set clear
expectations

We continually evaluate the best tools on the market to drive engineering efficiency



Provide the right tools for the job. Watch out for...

If you're operating at any scale, you need governance in place to manage costs, address security and legal concerns, and support informed decision-making.

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Principles

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**Procurement
Security
Legal**

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Principles

Budget

**Procurement
Security
Legal**

**Trial with
Purpose**

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Changing tools is costly. It disrupts the core workflows your teams have worked hard to master. It takes time and support to build new skills.

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**Enablement
Sessions**



This Week - Use AI to Code Something New

This is a call to action for SPAL week. We're asking everyone who will attend the Monday session to do this and share your work.

(timebox: 10-30 min)

We're going to be discussing the future of work at Personio as influenced by AI. To participate, you need to get your hands dirty exploring the power of some of the latest tools - both internally and out. There are two paths forward.

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**Enablement
Sessions**

**Peer Learning
(in house
and out)**

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Show the Work

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**Enablement
Sessions**

**Peer Learning
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Show the Work

**Establish Best
Practices &
Remove Friction**

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Communicating the intention to adopt new tools isn't enough. You need to reinforce the message by adapting your operating model.

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**Goals &
Expectations**

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Hiring

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Hiring

Onboarding

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**Goals &
Expectations**

Hiring

Onboarding

**Track,
Celebrate and
Reward**

The AI adoption approach

Provide the right **tools** for the job

- Principles
- Budget
- Procurement
- Security & Legal
- Trial results

Support **mastering** the tools

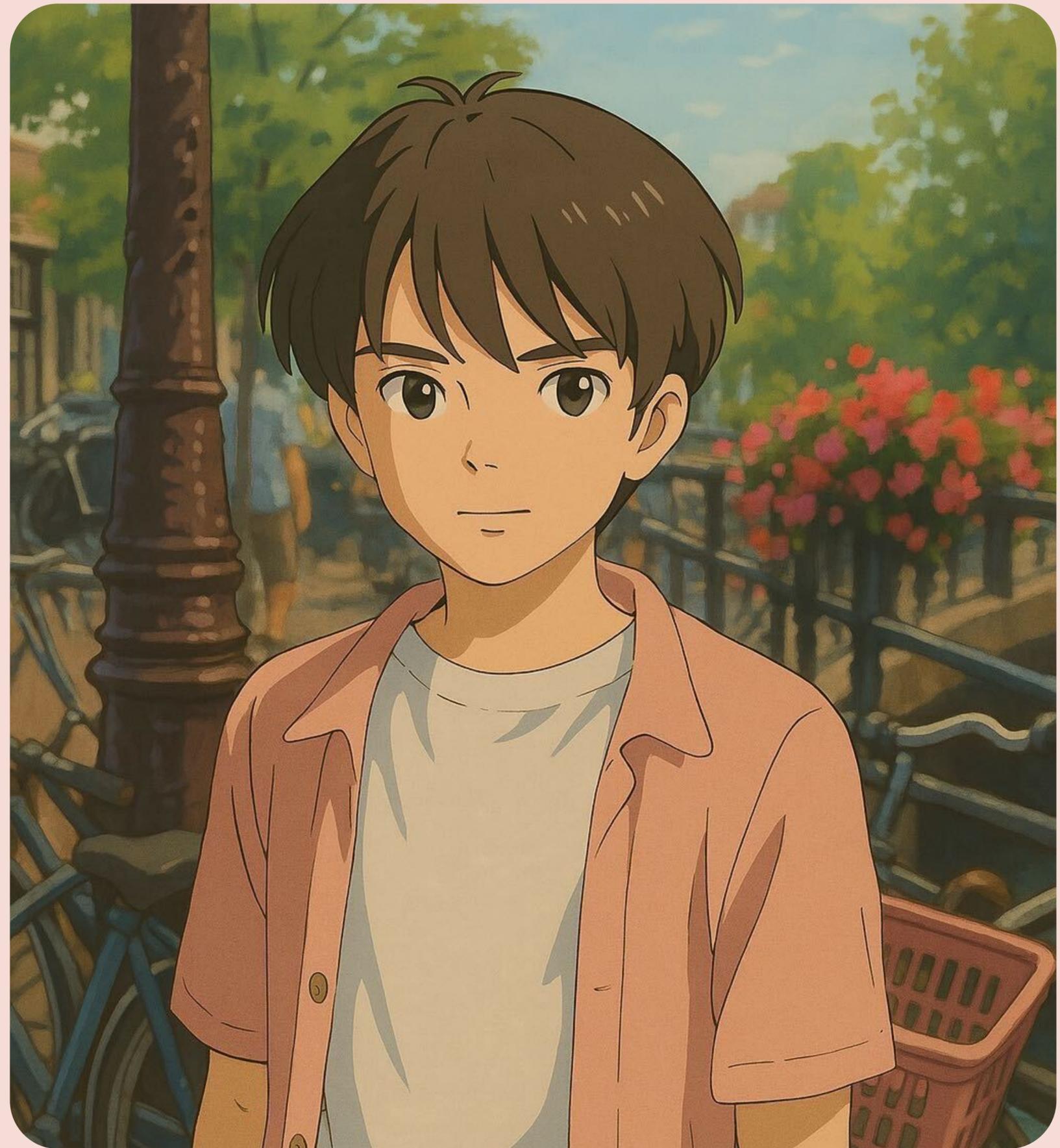
- Learning sessions
- Peer learning
- Show the work
- Set best practices
- Remove friction

Set clear **expectations**

- Set goals
- Role Expectations
- Hiring
- Onboarding
- Track and reward



The People

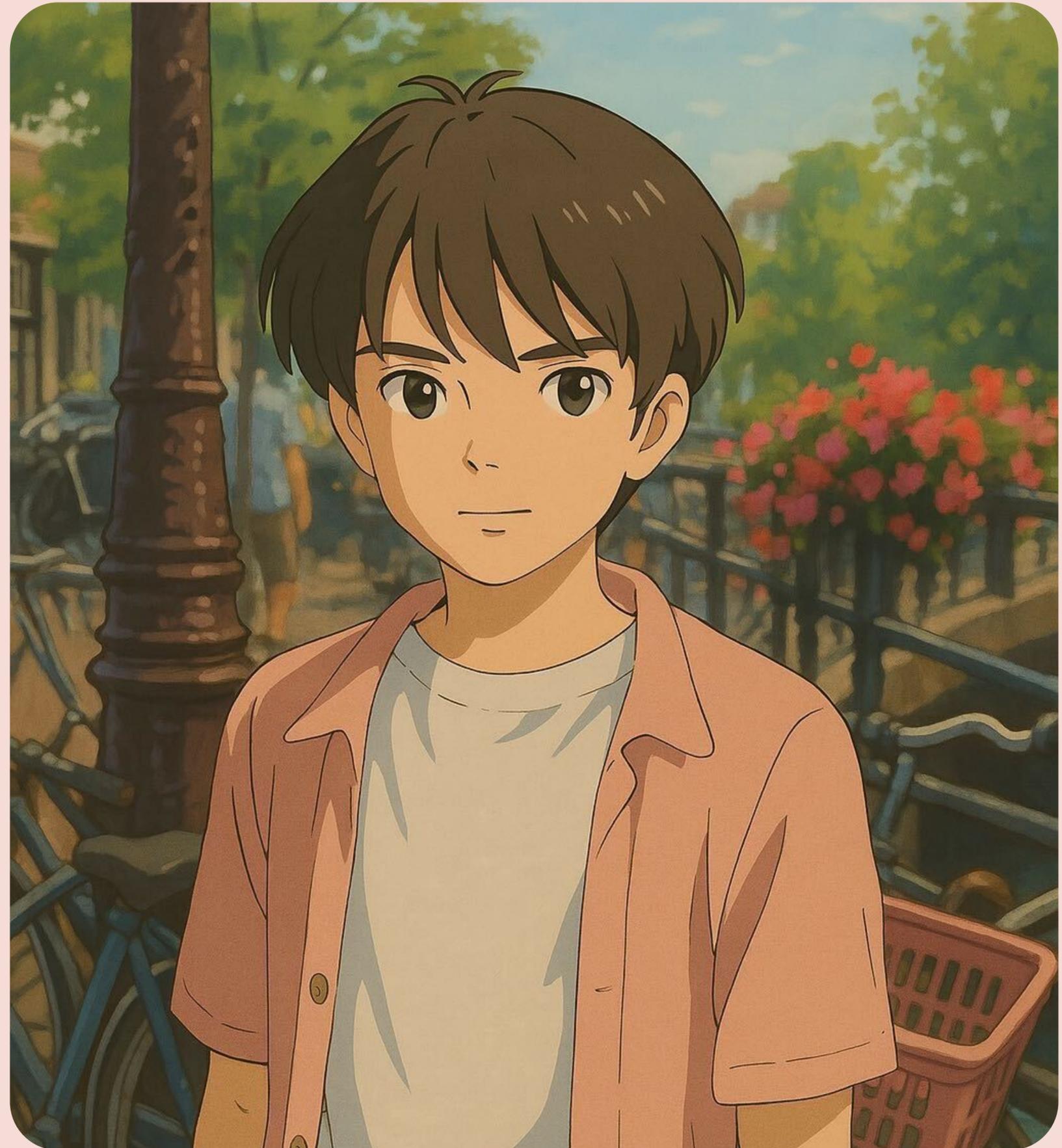


The People

Cognitive Load & Overwhelm

Job Anxiety

Friction in Collaboration



The People

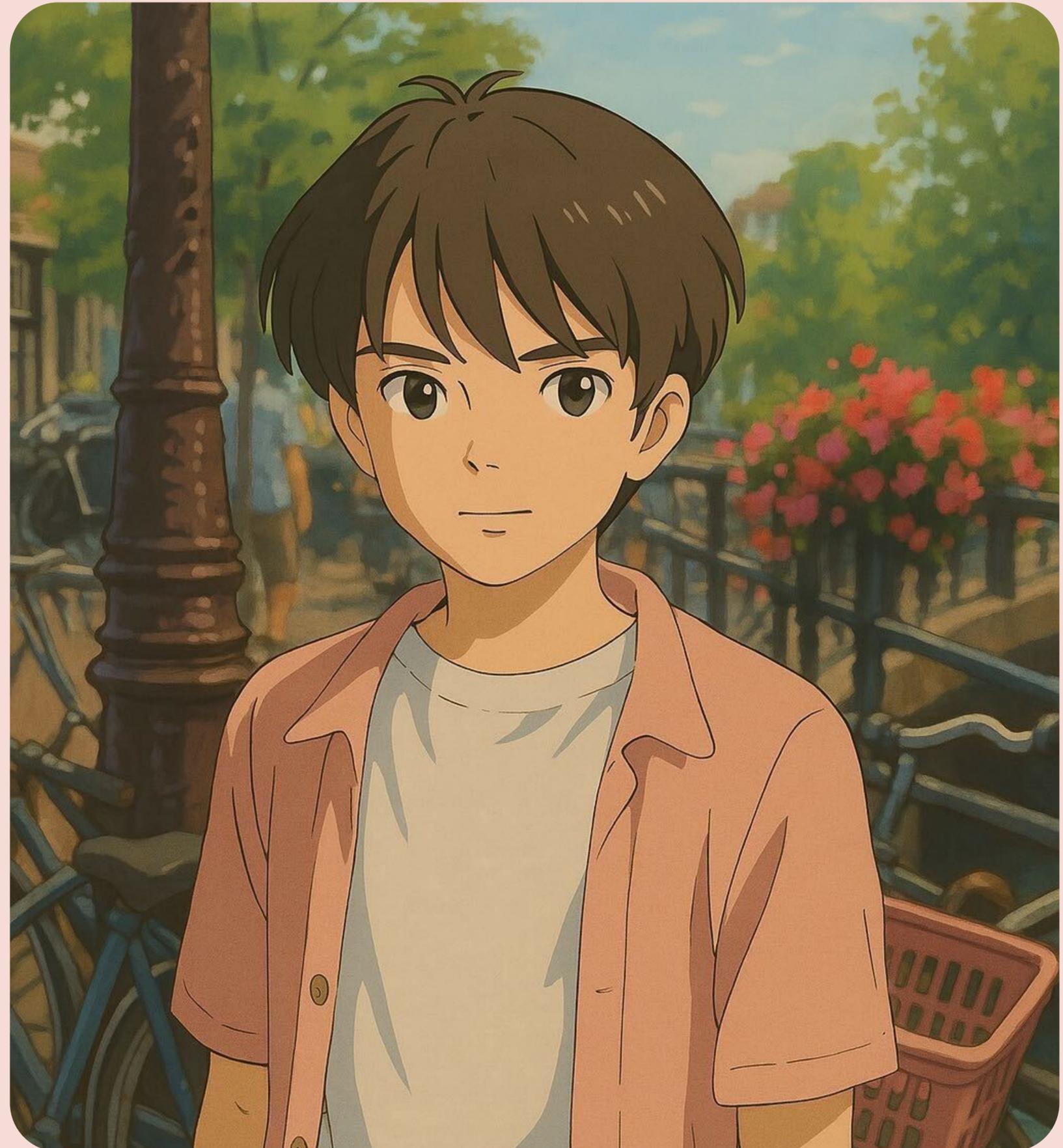
Cognitive Load & Overwhelm

Job Anxiety

Friction in Collaboration

Motivation

Skill Development



Be Intentional

1. Focus on what you can control
2. Be open to learn
3. Be open to change
4. Experiment and experience it for yourself
5. Track learnings and progress
6. Share what you learn

Thank you!