| Layer 1: Environment Assessment | | |
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| **Phase 1: Define Organizational Environment** | **Step 1: Map AI impact boundaries** | Document the formal and informal boundaries where AI implementation will affect organizational operations |
| | **Step 2: Identify key characteristics** | Catalog significant characteristics that could influence AI implementation and human connection |
| | **Step 3: Document knowledge gaps** | Identify and record areas where additional information about the organization's human landscape is needed |
| | **Step 4: Analyze organizational context** | Evaluate how this environment connects to broader organizational structures and cultures |
| **Phase 2: Describe Environmental Effects on Connection** | **Step 5: Evaluate connection impacts** | Assess how the current environment influences human connection patterns |
| | **Step 6: Analyze system effects** | Examine how existing systems and processes impact trust and communication |
| | **Step 7: Document environmental assumptions** | Record and validate key assumptions about the organizational environment |
| | **Step 8: Project AI implementation effects** | Forecast how AI implementation might affect existing connection patterns |
| **Phase 3: Evaluate the Barriers** | **Step 9: Identify connection obstacles** | Document existing barriers that prevent effective human connection |
| | **Step 10: Map operational impacts** | Analyze how connection barriers manifest in daily operations |
| | **Step 11: Document resistance patterns** | Identify and catalog patterns of resistance or disconnection |
| | **Step 12: Compare organizational patterns** | Evaluate how identified patterns compare to known patterns from other organizations |
| **Phase 4: Determine Possible Outcomes** | **Step 13: Project implementation responses** | Forecast likely responses to AI implementation across different groups |
| | **Step 14: Identify reaction patterns** | Document how different groups might react to changes |
| | **Step 15: Map friction points** | Identify potential points of friction during implementation |
| | **Step 16: Document connection opportunities** | Catalog opportunities for strengthening connections through implementation |

| Layer 2: Solution Architecture | | |
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| **Phase 1: Technical Environment Assessment** | **Step 17: Map Current Technology Infrastructure** | Document your existing technology stack and integration points where AI solutions must connect seamlessly |
| | **Step 18: Assess Data Architecture and Flows** | Analyze how data moves through your organization and identify opportunities for AI to enhance existing data flows |
| | **Step 19: Evaluate Security and Compliance Requirements** | Document security protocols and regulatory requirements that any AI solution must meet |
| | **Step 20: Document Integration Capabilities and Limitations** | Assess your organization's technical capacity for integrating and maintaining AI system connections |
| **Phase 2: AI Solution Selection and Specification** | **Step 21: Define Required AI Capabilities** | Translate human-centered opportunities into specific AI functional requirements |
| | **Step 22: Evaluate AI Platform and Tool Options** | Research and assess specific AI vendors and platforms that can deliver required capabilities |
| | **Step 23: Specify Technical Requirements and Architecture** | Define detailed technical specifications for chosen AI solutions |
| | **Step 24: Validate Solution Fit and Feasibility** | Conduct proof-of-concept testing to confirm chosen solutions work within your environment |
| **Phase 3: Integration and Compliance Planning** | **Step 25: Design Integration Architecture** | Create detailed plans for connecting AI solutions with existing systems |
| | **Step 26: Develop Data Governance Framework** | Establish policies for AI data access and usage that protect privacy while enabling learning |
| | **Step 27: Ensure Regulatory and Policy Compliance** | Verify AI implementation meets all applicable regulatory and organizational policy requirements |
| **Phase 4: Resource and Implementation Planning** | **Step 28: Plan Change Management and Communication** | Design organizational change approach to prepare people for AI integration |
| | **Step 29: Assess Capability Gaps and Requirements** | Identify skills and resources needed for successful AI implementation |
| | **Step 30: Develop Resource Acquisition Plan** | Create strategies for acquiring necessary capabilities and infrastructure |
| | **Step 31: Design Implementation Sequencing and Rollout** | Plan the order and timing of AI solution deployment |
| | **Step 32: Establish Success Metrics and Monitoring Systems** | Define measurement frameworks for both technical and human connection outcomes |

| Layer 3: Connection Design | | |
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| **Phase 1: Connection Opportunity Mapping** | **Step 33: Map Connection Strengthening Points** | Identify areas where AI can enhance existing connections |
| | **Step 34: Document New Connection Opportunities** | Catalog potential new connection points that AI can create |
| | **Step 35: Identify Critical Preservation Areas** | Map areas where existing connections must be preserved |
| | **Step 36: Establish Connection Enhancement Goals** | Define specific objectives for strengthening human relationships through AI |
| **Phase 2: Risk Assessment** | **Step 37: Map Connection Loss Risks** | Identify points where connections might be weakened or lost |
| | **Step 38: Assess Team Dynamic Impacts** | Evaluate potential effects on internal team dynamics |
| | **Step 39: Analyze Customer Relationship Effects** | Assess potential impacts on customer relationships |
| | **Step 40: Evaluate Cultural Shift Implications** | Document potential cultural changes and their implications |
| **Phase 3: Implementation Design** | **Step 41: Create AI Implementation Recommendations** | Develop specific recommendations for AI implementation that preserve connections |
| | **Step 42: Design Connection Safeguards** | Create safeguards to maintain critical connections during implementation |
| | **Step 43: Develop Team Communication Strategies** | Design communication approaches for affected teams |
| | **Step 44: Create Feedback Mechanisms** | Design systems to collect and respond to feedback during implementation |
| **Phase 4: Transition Management** | **Step 45: Document Implementation Rationale** | Create clear communication about implementation reasons and goals |
| | **Step 46: Define Success Metrics** | Establish metrics to measure both technical and connection outcomes |
| | **Step 47: Design Feedback Loops** | Create structures for ongoing feedback collection and response |
| | **Step 48: Develop Culture Preservation Strategies** | Create strategies to maintain positive cultural elements through change |

| Layer 4: Technical Implementation | | |
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| **Phase 1: Setup and Alignment** | **Step 49: Form Implementation Team** | Establish core team responsible for implementation execution |
| | **Step 50: Define Communication Channels** | Establish clear roles and communication pathways |
| | **Step 51: Create Feedback Systems** | Set up mechanisms to collect feedback from employees and customers |
| | **Step 52: Establish Baseline Measurements** | Create baseline measurements of current connection strength |
| **Phase 2: Controlled Implementation** | **Step 53: Execute Pilot Deployment** | Begin with small-scale deployment of AI systems |
| | **Step 54: Monitor Implementation Impacts** | Track both technical performance and human impact metrics |
| | **Step 55: Document Implementation Outcomes** | Record early wins and challenges during implementation |
| | **Step 56: Implement Rapid Adjustments** | Make quick adjustments based on initial feedback |
| **Phase 3: Expansion and Integration** | **Step 57: Scale Successful Implementations** | Expand successful AI implementations across organization |
| | **Step 58: Build Continuous Improvement Systems** | Strengthen and refine feedback collection mechanisms |
| | **Step 59: Address Connection Issues** | Identify and resolve emerging disconnection points |
| | **Step 60: Establish AI Learning and Adaptation Protocols** | Create systems for AI to learn from organizational feedback and adapt to workflows |
| **Phase 4: Sustainability and Growth** | **Step 61: Establish Review Cycles** | Create regular cycles for implementation review |
| | **Step 62: Document Implementation Learnings** | Record best practices and lessons learned |
| | **Step 63: Plan Future Expansions** | Develop plans for future AI implementation growth |
| | **Step 64: Create Sustainable Learning Culture** | Establish organizational mindset for ongoing human-AI collaborative learning |