Growth Performance

THE HUMAN ADVANTAGE PROGRAMME
ACCELERATION

Leading the AI-Shaped Organisation Development Planner

Use this planner after completing the Acceleration Condition Diagnostic. For each dimension, record your current level, your key strength, and your priority development need, then commit to specific next steps. Review monthly with your HR partner or development partner.

NAME

ROLE

DATE

CURRENT CAPABILITY PROFILE

Rate yourself 1–5 in each dimension (1 = not yet developed, 5 = strong, embedded practice). Note a key strength and your primary development need.

1. TRANSFORMATION MANDATE AND NARRATIVE (DIMENSION 1/5)

A narrative connecting AI to strategy, jobs and fairness that stands up to scepticism.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

2. WORKFORCE TRANSITION AND SKILLS (DIMENSION 2/5)

A live role evolution map and skills transition plan, co-owned with HR.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

3. TRANSITION CONVERSATIONS (DIMENSION 3/5)

Honest reskilling, redeployment and displacement conversations held with dignity.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

4. RESPONSIBLE AI GOVERNANCE (DIMENSION 4/5)

Classifying risk, assuring oversight, meeting duties, and named accountability.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

5. CULTURE AND SUSTAINING THE SHIFT (DIMENSION 5/5)

Reading and shifting culture signals, and running a multi-quarter roadmap.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

PRIORITY DEVELOPMENT ACTIONS

Select your two lowest-scoring dimensions. For each, commit to one specific action in the next 30 days.

PRIORITY DIMENSION	SPECIFIC ACTION	BY WHEN
1		
2		

90-DAY DEVELOPMENT FOCUS

DAYS 1-30: FOUNDATION	DAYS 31-60: APPLICATION	DAYS 61-90: INTEGRATION

SUPPORT AND ACCOUNTABILITY

HR PARTNER / DEVELOPMENT PARTNER	REVIEW FREQUENCY	HOW YOU WILL KNOW IT IS WORKING

Based on: World Economic Forum (2026); Deloitte (2026); DDI (2026); European Union (2024). Not legal advice. Growth Performance © 2026.

Want help putting this into practice?

Growth Performance builds the human advantage in an AI-driven world, with people, teams and leaders.

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