Growth Performance

THE HUMAN ADVANTAGE PROGRAMME
ADAPTATION

Leading Augmented Teams Development Planner

Use this planner after completing the Adaptation 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 manager 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. TASK ALLOCATION AND COMPLEMENTARITY (DIMENSION 1/5)

Deliberate judgement about which tasks go to AI, which stay human, and which are shared.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

2. WORKFLOW REDESIGN (DIMENSION 2/5)

Redesigning work end to end around human-AI collaboration, with the team.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

3. ORCHESTRATION AND VERIFICATION (DIMENSION 3/5)

Briefing with intent and quality bars, and verifying in proportion to the stakes.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

4. DECISION RIGHTS AND ACCOUNTABILITY (DIMENSION 4/5)

Explicit agreement on where AI acts, recommends or defers, and who is accountable.

SELF-RATING (1-5)

KEY STRENGTH IN THIS DIMENSION

PRIMARY DEVELOPMENT NEED

5. CAPACITY, WELLBEING AND HUMAN EXPERIENCE (DIMENSION 5/5)

Reinvesting released capacity and protecting workload, skills, meaning and fairness.

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

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

Based on: McKinsey and Company (2026); Microsoft (2026); Deloitte (2026); Raisch and Krakowski (2021). 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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