Orchestration Capability Development Planner

Use this planner after completing the Orchestration Capabilities Assessment. For each domain, record your current level, identify your priority development actions, and commit to specific next steps within a defined timeframe. Review monthly with your manager or development partner.

NAME

ROLE

DATE

CURRENT CAPABILITY PROFILE

Rate yourself 1–6 in each domain (1 = not yet developed, 6 = advanced). Note key strengths and your primary development need.

1. AI FLUENCY AND SYSTEM INTERACTION (DOMAIN 1/6)

Your ability to prompt, interact with, and select AI tools appropriately.

SELF-RATING (1-6)

KEY STRENGTH IN THIS DOMAIN

PRIMARY DEVELOPMENT NEED

2. ANALYTICAL REASONING AND CRITICAL THINKING (DOMAIN 2/6)

Your rigour in evaluating AI outputs, detecting errors, and calibrating trust.

SELF-RATING (1-6)

KEY STRENGTH IN THIS DOMAIN

PRIMARY DEVELOPMENT NEED

3. SITUATIONAL JUDGEMENT AND EXCEPTION HANDLING (DOMAIN 3/6)

Your ability to decide when to delegate, intervene, or escalate in AI workflows.

SELF-RATING (1-6)

KEY STRENGTH IN THIS DOMAIN

PRIMARY DEVELOPMENT NEED

4. CROSS-DOMAIN GENERALIST ABILITIES (DOMAIN 4/6)

Your breadth of knowledge for supervising AI across organisational boundaries.

SELF-RATING (1-6)

KEY STRENGTH IN THIS DOMAIN

PRIMARY DEVELOPMENT NEED

5. SOCIAL AND EMOTIONAL INTELLIGENCE (DOMAIN 5/6)

Your interpersonal capability in AI-augmented team environments.

SELF-RATING (1-6)

KEY STRENGTH IN THIS DOMAIN

PRIMARY DEVELOPMENT NEED

6. STRATEGIC OVERSIGHT AND ETHICAL GOVERNANCE (DOMAIN 6/6)

Your accountability for AI operating within ethical and regulatory boundaries.

SELF-RATING (1-6)

KEY STRENGTH IN THIS DOMAIN

PRIMARY DEVELOPMENT NEED

PRIORITY DEVELOPMENT ACTIONS

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

PRIORITY DOMAIN	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: Dell'Acqua et al. (2023); Mollick (2024); Daugherty and Wilson (2018); WEF (2025); Epstein (2019); Klein (1998); Goleman (2020); Floridi et al. (2018). 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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