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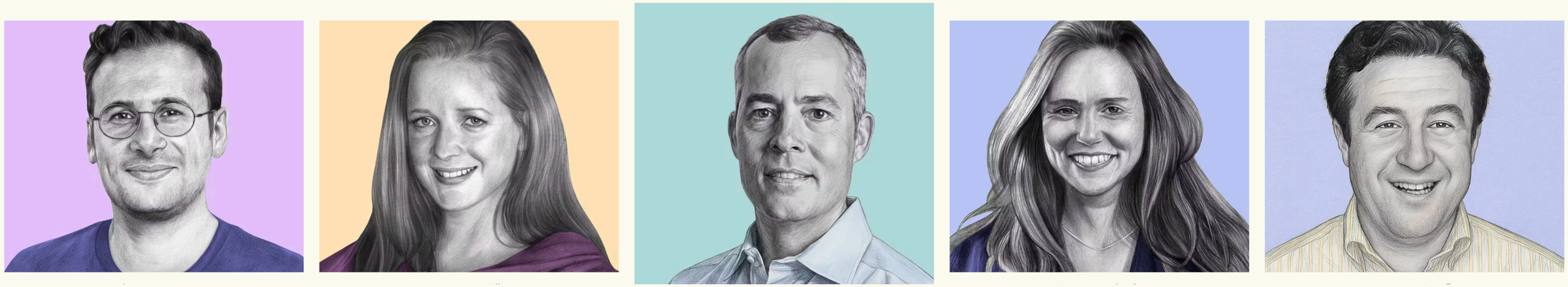

AI Governance Council IMPACT Program

From policy to practice. Zero guesswork in how it lands.

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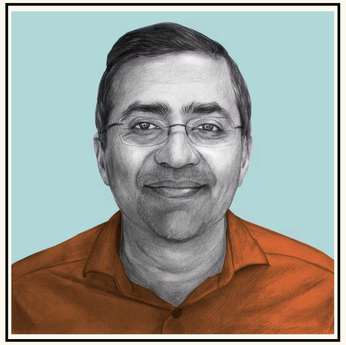

“AI Governance is uniquely different from the governance of other risk domains”

Capabilities are moving faster than policy. A financial control framework can stay relevant for years. AI capabilities can change meaningfully in months, new models, new features, new failure modes.

The regulatory target is still moving. Unlike financial controls (GAAP, SOX) or safety regulations (OSHA), AI-specific regulations are still being written in real time across jurisdictions.

Its risk is compounding and cross-functional by nature. A single AI deployment can simultaneously touch data privacy, cybersecurity, IP, HR/employment law, financial reporting, and vendor risk

It can act, not just inform. Increasingly, AI doesn't just produce a recommendation a human reviews, agentic systems can take actions (send emails, move data, execute code, make purchases).

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What makes AI governance council different:

1 It's the first council most of these leaders have sat on for this kind of risk.

2 It's governing that requires prioritizing action fast and diligently.

3 Every function in the room owns a different piece of the same problem.

4 It's introducing controls in a low accountability environment.

5 It needs to manage success & blowback as change is digested culturally

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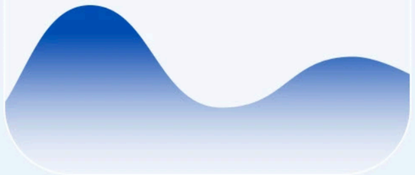
IMPACT program can help governance council members be ahead of the “J” curve:

45
New shadow paths open

2 in 12
Opinions start drifting



29% Negative NPC
Controls add friction

10.5 Weeks
Execution takes longer then planned

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- Impact management

Understand how to manage the impacts of implementing governance controls. Frame directives and position narratives with your people leaders, specialized teams and unique cultures.

- Divergence coaching

Manage friction, spin, drift, complexity and feedback. As governance controls get introduced, delayed or changed the *divergence coaching* program will arm you with specific skills to manage change.

- Behaviour change

Help turn new AI governance policies into lived experiences for senior people leaders. A director-level *change behaviour* program to guide leaders on setting up their organizations for success.

- Responce mgmt.

Create a *cross-governance* council triage, impact, and escalation framework. Helping capture and respond to impacts as controls scale or change

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IMPACT Program can customized for large or small councils:

Three, six-person 2-hour sessions focused on **Impact management**

Six, three-person 2-hour sessions focused on **divergence coaching** (in-person)

Three, 1-hour sessions focused on **behaviour change**.

With supporting collateral for each program, including a cross-governance council triage, impact, and escalation framework.

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AI Practice Lead : Myron Luis

Governance matters.

Managing impacts is your priority.

Reach out myron@humansfirst.co