



## Coffee Chat: The Missing Rung: How Do New People Learn the Work Now?

11:02:09 From kelly Martin : Hoping to get a break from the heat in Dallas...but with the storm, supposed to be 93 the next 3 days 😞

11:02:25 From Cynthia Lewis : Reacted to "Hoping to get a br..." with 🤔

11:02:42 From Andrew Vercouteren : Reacted to "Hoping to get a break from the heat in Dallas...but with the storm, supposed to be 93 the next 3 days 😞" with 🤔

11:02:43 From Carol Sheetz : Reacted to "Hoping to get a break from the heat in Dallas...but with the storm, supposed to be 93 the next 3 days 😞" with 🤔

11:03:17 From Shannon Tipton :

<https://www.learningrebels.com/2026/10/07/ai-took-the-grunt-work-whos-teaching-the-job-now/>

11:03:30 From Kelly's Notetaker (Otter.ai) : Hi, I'm an AI assistant helping Kelly Martin take notes for this meeting. Follow along the transcript here:

[https://otter.ai/u/dEK7oQ2FcfUgSIbhEZ7Lb0CvSRk?utm\\_source=va\\_chat\\_link\\_1](https://otter.ai/u/dEK7oQ2FcfUgSIbhEZ7Lb0CvSRk?utm_source=va_chat_link_1)

You can see screenshots and add highlights and comments. After the meeting, you'll get a summary and action items.

If you'd like to stop this recording, you can go to the link above and click the Stop button.

If you'd like to stop the recordings for all Otter Notetakers in this meeting, you can type "otter stop" in Zoom chat.

11:06:45 From Shannon Tipton :

<https://www.learningrebels.com/2026/10/07/ai-took-the-grunt-work-whos-teaching-the-job-now/>

11:07:42 From Monique Guggino : Especially Articulate's new product.

11:08:13 From Cynthia Lewis : Reacted to "Especially Articul..." with 

11:08:30 From Nicole Duclos : Yes - the message was awful

11:09:29 From Andrew Vercouteren : AI gets things wrong; how do you know what part is wrong when it all looks so polished?

11:09:39 From Connie Halvorsen : Reacted to "AI gets things wrong; how do you know what part is wrong when it all looks so polished?" with 

11:09:51 From Cynthia Lewis : Reacted to "AI gets things wro..." with 

11:10:06 From Carol Sheetz : Reacted to "AI gets things wrong; how do you know what part is wrong when it all looks so polished?" with 

11:10:20 From Monique Guggino : I don't think I can function without AI anymore. Life is so much easier! It also allows me to focus on Adult Learning theory while it does the other stuff.

11:10:22 From Janet Henry : it's confident in it's mediocrity :)

11:10:35 From Betsy Spetich : Reacted to "it's confident in it's mediocrity :)" with 

11:10:37 From Shannon Tipton :

<https://www.learningrebels.com/2026/10/07/ai-took-the-grunt-work-whos-teaching-the-job-now/>

11:10:40 From Sandra Guzman : Reacted to "it's confident in ..." with 👍

11:10:41 From Cynthia Lewis : Reacted to "I don't think I ca..." with 👍

11:10:41 From Carol Sheetz : Reacted to "it's confident in it's mediocrity :)" with 🙌

11:10:44 From Connie Halvorsen : Reacted to "it's confident in it's mediocrity :)" with 😊

11:10:45 From Maureen Flanagan : Reacted to "it's confident in it's mediocrity :)" with 😂

11:10:47 From Bruce Daniels : Reacted to "I don't think I can function without AI anymore.

Life is so much easier! It also allows me to focus on Adult Learning theory while it does the other stuff." with 👍

11:10:51 From Cynthia Lewis : Reacted to "it's confident in ..." with 😂

11:10:52 From Sandra Guzman : Reacted to "I don't think I ca..." with 👍

11:10:58 From Maureen Flanagan : Replying to "it's confident in it's mediocrity :)"

Ignorance with confidence.

11:11:06 From Connie Halvorsen : Reacted to "I don't think I can function without AI anymore. Life is so much easier! It also allows me to focus on Adult Learning theory while it does the other stuff." with 👍

11:11:17 From Douglas Boehm : youtube LOL

11:11:26 From Cynthia Lewis : Reacted to "youtube LOL" with 😂

11:11:30 From Janet Henry : Reacted to "Ignorance with confidence." with 🙌

11:11:37 From Connie Halvorsen : Reacted to "youtube LOL" with 😊

11:11:44 From Betsy Spetich : Reacted to "youtube LOL" with 👍

11:12:23 From Connie Halvorsen : Reacted to "Ignorance with confidence." with 🙌

11:12:35 From Andrew Vercouteren : Reacted to "youtube LOL" with 👍

11:12:39 From Brent Schlenker : Good morning! Long time, no see.

11:13:09 From Melissa McConnell : Replying to "it's confident in it..."

I push back on it when it gives me crap answers or is redundant - it's like I'm arguing with a co-worker (I work from home).😄

11:13:15 From Connie Halvorsen : Replying to "Good morning! Long time, no see."

Good afternoon! Good to have you join!

11:13:22 From Cynthia Lewis : Reacted to "I push back on it ..." with 😄

11:13:34 From Maureen Flanagan : Hope and pray the AI Coach is accurate in its recommendations. ;-)

11:13:49 From Brent Schlenker : Reacted to "Good afternoon! Good to have you join!" with 👍

11:13:50 From Connie Halvorsen : Reacted to "Hope and pray the AI Coach is accurate in its recommendations. ;-)" with 👍

11:14:27 From Janet Henry : Reacted to "I push back on it when it gives me crap answers or is redundant - it's like I'm arguing with a co-worker (I work from home).😄" with 😄

11:14:29 From Andrew Vercouteren : Do the entry level people know what the skills are that they need to develop?

11:14:49 From Janet Henry : Reacted to "Do the entry level people know what the skills are that they need to develop?" with 🎯

11:14:52 From Sandra Guzman : Interesting... on a recent webinar the speaker mentioned for those of us that have developed critical thinking - we need to be careful not to fully rely on AI.

But for new developing staff - they are not going to build this brain muscle.

11:15:11 From Andrew Vercouteren : Reacted to "Interesting... on a recent webinar the speaker mentioned for those of us that have developed critical thinking - we need to be careful not to fully rely on AI. But for new developing staff - they are not going to build this brain muscle." with 👍

11:15:44 From Melissa McConnell : Do WE know what skills they still need? Do we need to pivot ourselves and train them how to use AI more effectively to accomplish certain tasks?

11:16:49 From Cynthia Lewis : Reacted to "Do WE know what sk..." with 🙌

11:17:25 From Melissa McConnell : Replying to "Interesting... on a ..."

Yes to this - AND we need them to learn how to marry the brain muscle things with those spots where AI is a good alternative. Perhaps it's about setting boundaries for what we will accept as AI produced and what we expect them to do "on their own."

11:18:14 From Sandra Guzman : Reacted to "Yes to this - AND ..." with ❤️

11:19:27 From Nicole Duclos : It's a waste of time

11:19:53 From Brent Schlenker : I'd like to know what you mean by "not good"

11:19:54 From Janet Henry : Reacted to "Yes to this - AND we need them to learn how to marry the brain muscle things with those spots where AI is a good alternative. Perhaps it's about setting boundaries for what we will accept as AI produced and what we expect them to do "on their own."" with ❤️

11:20:56 From Bruce Daniels : Reacted to "Yes to this - AND we need them to learn how to marry the brain muscle things with those spots where AI is a good alternative. Perhaps it's about setting boundaries for what we will accept as AI produced and what we expect them to do "on their own."" with ❤️

11:21:07 From Bruce Daniels : Reacted to "Do WE know what skills they still need? Do we need to pivot ourselves and train them how to use AI more effectively to accomplish certain tasks?" with 🏆

11:22:31 From Maureen Flanagan : 1985 was a great year! (For one-hit wonders, anyway)

11:22:40 From Connie Halvorsen, IFPTI : Reacted to "1985 was a great year! (For one-hit wonders, anyway)" with 😊

11:22:40 From Carol Sheetz : Reacted to "1985 was a great year! (For one-hit wonders, anyway)" with 🤔

11:22:41 From Douglas Boehm : Reacted to "1985 was a great year! (For one-hit wonders, anyway)" with 🏆

11:22:43 From Sandra Guzman : We are only using it as an assistant. It can generate the output but we still have accountability for accuracy for review. It's how we state it and explain it to everyone.

11:22:48 From Melissa McConnell : We've had webinars on writing quality prompts, creating Gems (or whatever platform you use), etc. That training is KEY for people to use it well.

11:22:53 From Brent Schlenker : Reacted to "1985 was a great year! (For one-hit wonders, anyway)" with 🏆

11:22:56 From Bruce Daniels : Replying to "I'd like to know what you mean by "not good""

@Brent Schlenker It is walls of text sometimes hidden behind accordions, tabs, flip cards etc, activity for the sake of activity, not designed intentionally.

11:22:59 From Maureen Flanagan : Reacted to "We are only using it as an assistant. It can generate the output but we still have accountability for accuracy for review. It's how we state

it and explain it to everyone." with 👍

11:23:02 From Douglas Boehm : Reacted to "We are only using it as an assistant. It can generate the output but we still have accountability for accuracy for review. It's how we state it and explain it to everyone." with 👍

11:23:19 From Betsy Spetich : Use checklists with human (supervisor, buddy, etc.) input on how the new employee did in checking the output.

11:23:59 From Connie Halvorsen, IFPTI : Reacted to "We are only using it as an assistant. It can generate the output but we still have accountability for accuracy for review. It's how we state it and explain it to everyone." with 👍

11:24:03 From Shannon Tipton : Reacted to "Use checklists with human (supervisor, buddy, etc.) input on how the new employee did in checking the output." with 😊

11:24:10 From Brent Schlenker : Replying to "I'd like to know wha..."

Sounds like a lot the training that already exists today and has existed that way for 20 years.

11:24:15 From Connie Halvorsen, IFPTI : Reacted to "We've had webinars on writing quality prompts, creating Gems (or whatever platform you use), etc. That training is KEY for people to use it well." with 👍

11:24:16 From Cynthia Lewis : Reacted to "We are only using ..." with 👍

11:24:18 From Cynthia Lewis : Reacted to "We've had webinar..." with 👍

11:24:21 From Cynthia Lewis : Reacted to "Use checklists wit..." with 👍

11:24:22 From Connie Halvorsen, IFPTI : Reacted to "Use checklists with human (supervisor, buddy, etc.) input on how the new employee did in checking the output." with 👍

11:24:30 From Sandra Guzman : Reacted to "We've had webinar..." with 👍

11:24:32 From Bruce Daniels : Replying to "I'd like to know what you mean by "not good""

yep exactly.

11:25:07 From Brent Schlenker : Reacted to "We've had webinars on writing quality prompts, creating Gems (or whatever platform you use), etc. That training is KEY for people to use it well." with 👍

11:25:17 From Maureen Flanagan : Reacted to "@Brent Schlenker It is walls of text sometimes hidden behind accordions, tabs, flip cards etc, activity for the sake of activity, not designed intentionally." with 🎯

11:25:32 From Maureen Flanagan : Reacted to "Yes to this - AND we need them to learn how to marry the brain muscle things with those spots where AI is a good alternative. Perhaps it's about setting boundaries for what we will accept as AI produced and what we expect them to do "on their own."" with ❤️

11:26:00 From Connie Halvorsen, IFPTI : And sometimes it just hiccups...The other day, our VP used AI to help develop an AI policy and AI literally got the company's name wrong in one instance out of several within the policy! The VP didn't notice it, but my colleague did.

11:26:17 From Cynthia Lewis : Reacted to "And sometimes it j..." with 😂

11:26:20 From Sandra Guzman : Reacted to "And sometimes it j..." with 😂

11:26:20 From Bruce Daniels : Reacted to "And sometimes it just hiccups...The other day, our VP used AI to help develop an AI policy and AI literally got the company's name wrong in one instance out of several within the policy! The VP didn't notice it, but my colleague did." with 😂

11:27:06 From Douglas Boehm : Reacted to "And sometimes it just hiccups...The other day, our VP used AI to help develop an AI policy and AI literally got the company's name wrong in one instance out of several within the policy! The VP didn't notice it, but my colleague did."

with 🤔

11:27:13 From Brent Schlenker : Replying to "I'd like to know wha..."

So is it AI's fault?

11:27:24 From Melissa McConnell : Reacted to "And sometimes it just hiccups...The other day, our VP used AI to help develop an AI policy and AI literally got the company's name wrong in one instance out of several within the policy! The VP didn't notice it, but my colleague did."

with 😊

11:27:28 From Melissa McConnell : Reacted to "Use checklists with human (supervisor, buddy, etc.) input on how the new employee did in checking the output." with 👍

11:27:55 From Bruce Daniels : Reacted to "So is it AI's fault?" with 😂

11:27:57 From Carol Sheetz : Reacted to "And sometimes it just hiccups...The other day, our VP used AI to help develop an AI policy and AI literally got the company's name wrong in one instance out of several within the policy! The VP didn't notice it, but my colleague did." with

🤔

11:28:33 From Brent Schlenker : I think there are already requirements like that not being taught to n00bs. So this isn't new.

11:28:57 From Brent Schlenker : Hi Shannon.

11:29:07 From Connie Halvorsen, IFPTI : Reacted to "I think there are already requirements like that not being taught to n00bs. So this isn't new." with 👍

11:29:16 From Cynthia Lewis : I think your blog was spot on with the four ways to put the rung back. I'm taking this back to my team 😊

11:29:26 From Bruce Daniels : Replying to "I'd like to know what you mean by "not good""

No I mean when you think about it it makes sense, AI is trained on the sum of human language so it builds what it has seen.

11:29:29 From Connie Halvorsen, IFPTI : Reacted to "I think your blog was spot on with the four ways to put the rung back. I'm taking this back to my team 😊" with 100

11:29:50 From Brent Schlenker : Reacted to "No I mean when you think about it it makes sense, AI is trained on the sum of human language so it builds what it has seen." with 👍

11:30:08 From Shannon Tipton :

<https://www.learningrebels.com/2026/10/07/ai-took-the-grunt-work-whos-teaching-the-job-now/>

11:30:55 From Brent Schlenker : Replying to "I'd like to know wha..."

I think we're often too hard on AI. And I think that comes from a lack of understanding how AI is doing what it does.

11:31:47 From Lisa Starkey : Human in the loop: information literacy and critical thinking.

11:31:48 From Maureen Flanagan : I think some of these scenarios may depend on the size of the organization.

11:32:12 From Maureen Flanagan : Human in the LEAD

11:32:38 From Shannon Tipton : Reacted to "Human in the LEAD" with 100

11:32:44 From Bruce Daniels : Reacted to "Human in the LEAD" with ❤️

11:32:50 From Brent Schlenker : It's the same skills gaps that were brought about by the introduction of the internet in general.

11:33:02 From Bruce Daniels : Reacted to "It's the same skills gaps that were brought about by the introduction of the internet in general." with 100

11:33:20 From Brent Schlenker : None of this stuff is new. We've been here before.

11:33:28 From Sandra Guzman : Define those soft skills (hard skills) that are

non-negotiables. You mentioned communication and that is a must. Strategic thinking, critical thinking, collaboration, ...

11:33:29 From Connie Halvorsen, IFPTI : Reacted to "None of this stuff is new. We've been here before." with 👍

11:33:36 From Connie Halvorsen, IFPTI : Reacted to "It's the same skills gaps that were brought about by the introduction of the internet in general." with 👍

11:33:41 From Betsy Spetich : Reacted to "It's the same skills gaps that were brought about by the introduction of the internet in general." with 👍

11:34:05 From Sandra Guzman : Reacted to "None of this stuff..." with 👍

11:34:08 From Maureen Flanagan : While it is not new, I think the speed of change is so rapid now that it is difficult to keep up with it! Much like Zoom changing its interface every two weeks, not all change is good change.

11:34:30 From Sandra Guzman : Reacted to "While it is not ne..." with 100

11:34:37 From Douglas Boehm : Reacted to "While it is not new, I think the speed of change is so rapid now that it is difficult to keep up with it! Much like Zoom changing its interface every two weeks, not all change is good change." with 100

11:34:54 From Janet Henry : Reacted to "While it is not new, I think the speed of change is so rapid now that it is difficult to keep up with it! Much like Zoom changing its interface every two weeks, not all change is good change." with 100

11:35:04 From Heather Ross : Lisa is right, but so many schools are being told to have students use AI without clear guidelines (from what I'm getting from my kids). And those who are already in the workforce, especially the older ones in the workforce - really have no guardrails.

11:35:04 From Lisa Starkey : Reacted to "While it is not new, I think the speed of change

is so rapid now that it is difficult to keep up with it! Much like Zoom changing its interface every two weeks, not all change is good change." with 👍

11:35:10 From Douglas Boehm : thats not new

11:35:17 From Brent Schlenker : But becoming comfortable with change (good or bad) is the new skill.

11:35:23 From Maureen Flanagan : Ironically, I use AI to help me identify skills gaps and to set up a learning plan.

11:35:26 From Sandra Guzman : Reacted to "But becoming comfo..." with 👍

11:36:04 From Brent Schlenker : HA! Managers stopped teaching and coaching a LONG time ago.

11:36:13 From Sandra Guzman : Reacted to "HA! Managers stop..." with 🙄

11:36:13 From Douglas Boehm : Reacted to "HA! Managers stopped teaching coaching a LONG time ago." with 🙄

11:36:13 From Maureen Flanagan : Reacted to "HA! Managers stopped teaching coaching a LONG time ago." with 🙄

11:36:15 From Betsy Spetich : Reacted to "HA! Managers stopped teaching coaching a LONG time ago." with 🙄

11:36:25 From Andrew Vercouteren : Reacted to "HA! Managers stopped teaching coaching a LONG time ago." with 🙄

11:36:28 From Maureen Flanagan : Two utes?!

11:36:36 From Cynthia Lewis : Reacted to "Two utes?!" with 😂

11:36:37 From Carol Sheetz : Mona Lisa Vito!

11:36:42 From Lisa Starkey : Reacted to "Mona Lisa Vito!" with 👍

11:36:47 From Carol Sheetz : Reacted to "Two utes?!" with 🙄

11:36:48 From Lisa Starkey : Reacted to "HA! Managers stopped teaching and coaching a LONG time ago." with 👍

11:36:49 From Michelle Pessoa : yoots

11:36:55 From Brent Schlenker : Reacted to "yoots" with 😂

11:36:55 From Janet Henry : Reacted to "Two utes?!" with 🤔

11:36:55 From Andrew Vercouteren : Reacted to "While it is not new, I think the speed of change is so rapid now that it is difficult to keep up with it! Much like Zoom changing its interface every two weeks, not all change is good change." with 👍

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11:37:00 From Cynthia Lewis : Reacted to "yoots" with 😂

11:37:02 From Douglas Boehm : Reacted to "Two utes?!" with 100

11:37:05 From Lisa Starkey : Reacted to "But becoming comfortable with change (good or bad) is the new skill." with 👍

11:37:06 From Heather Ross : Reacted to "Mona Lisa Vito!" with ❤️

11:37:22 From kelly Martin : I think of the 2 decades I spent learning French...formal, not slang and everyday vocabulary, contractions, etc.

11:38:08 From Lisa Starkey : We have to use it for security reasons. the monopoly of the 365 ecosystem 😊

11:38:09 From Brent Schlenker : What users of AI need to adjust is THAT phrasing.

11:38:55 From Brent Schlenker : It should not be "how do I do ....." A better prompt is "Design a plan for me to learn how to do ....."

11:39:31 From Michelle Pessoa : Reacted to "HA! Managers stopped teaching and coaching a LONG time ago." with 100

11:39:48 From Lisa Starkey : I created a comprehensive learning plan related to AI in the workplace for both staff and faculty with tier 1 the AI essentials workshops for everyone and then branching for faculty and staff need workshops. Crossing my fingers it will be adopted by our leadership

11:40:18 From Michelle Pessoa : Replying to "HA! Managers stopped teaching and coaching a LONG time ago."

They don't get graded or rewarded for this, so why do it?

11:40:30 From Sandra Guzman : Prompting helps but only to a degree.

11:40:42 From Shannon Tipton : Reacted to "HA! Managers stopped teaching and coaching a LONG time ago." with 100

11:40:47 From Connie Halvorsen, IFPTI : Reacted to "I created a comprehensive learning plan related to AI in the workplace for both staff and faculty with tier 1 the AI essentials workshops for everyone and then branching for faculty and staff need workshops. Crossing my fingers it will be adopted by our leadership" with ❤️

11:40:52 From Maureen Flanagan : We can set up scenarios and have learners use AI to seek the "answer" and then facilitate a discussion to see how different the responses are, based either upon a prompt or how the user has interacted with AI in the past.

11:40:53 From Connie Halvorsen, IFPTI : Reacted to "HA! Managers stopped teaching and coaching a LONG time ago." with 👍

11:41:01 From Connie Halvorsen, IFPTI : Reacted to "They don't get graded or rewarded for this, so why do it?" with 👍

11:41:07 From Connie Halvorsen, IFPTI : Reacted to "Prompting helps but only to a degree." with 👍

11:41:12 From Sandra Guzman : I have already used AI develop html dashboards and now I have asked it to walk me through the step by step process to setup my power bi dashboard.

11:41:12 From Andrew Vercouteren : I heard the best analogy: the current state of AI is like 1998 eCommerce. Amazon was still selling books, and no one knew where it was going to end up.

11:41:17 From Melissa McConnell : Reacted to "Human in the loop: information literacy and critical thinking." with 👍

11:41:28 From Connie Halvorsen, IFPTI : Reacted to " I heard the best analogy: the current state of AI is like 1998 eCommerce. Amazon was still selling books, and no one knew where it was going to end up." with 👍

11:41:33 From Heather Ross : Replying to "HA! Managers stopped teaching and coaching a LONG time ago."

Maybe in your org they have stopped. Coaching is a daily task for our front-line managers.  
(Admittedly, not as much at the corporate level)

11:41:35 From Maureen Flanagan : Reacted to "HA! Managers stopped teaching and coaching a LONG time ago." with 🤔

11:41:35 From Melissa McConnell : Reacted to "While it is not new, I think the speed of change is so rapid now that it is difficult to keep up with it! Much like Zoom changing its interface every two weeks, not all change is good change." with 👍

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11:42:35 From Melissa McConnell : Reacted to " I heard the best analogy: the current state of AI is like 1998 eCommerce. Amazon was still selling books, and no one knew where it was going to end up." with 👍

11:42:43 From Sandra Guzman : We are moving so fast... I don't have time to ask for a learning plan. I need to know how to create the dashboard now. So this is where the guidance can help me get to the end result quickly.

11:42:55 From Maureen Flanagan : Reacted to "We are moving so fast... I don't have time to ask for a learning plan. I need to know how to create the dashboard now. So this is where the guidance can help me get to the end result quickly." with 100

11:42:59 From Heather Ross : Reacted to "We are moving so fast... I don't have time to ask for a learning plan. I need to know how to create the dashboard now. So this is where the guidance can help me get to the end result quickly." with 100

11:43:05 From Connie Halvorsen, IFPTI : Reacted to "We are moving so fast... I don't have time to ask for a learning plan. I need to know how to create the dashboard now. So this is where the guidance can help me get to the end result quickly." with 100

11:43:38 From Michelle Pessoa : Replying to "HA! Managers stopped teaching and coaching a LONG time ago."

What about managing up? In your org if a lower level person shows a manager how to do something, who gets the credit?

11:45:03 From Michelle Pessoa : Reacted to "We are moving so fast... I don't have time to ask for a learning plan. I need to know how to create the dashboard now. So this is where the guidance can help me get to the end result quickly." with 100

11:45:11 From Lisa Starkey : That's a benefit of GenAI platforms; it learns you 😊

11:46:29 From Lisa Starkey : Where does job insecurity play into this? I keep hearing concerns that AI will replace jobs and many co-workers have had this discussion

11:47:41 From Michelle Pessoa : Oh, God, that sounds terrible!

11:47:48 From Shannon Tipton : Reacted to "Oh, God, that sounds terrible!" with 😂

11:47:51 From Betsy Spetich : Reacted to "Oh, God, that sounds terrible!" with 😂

11:47:57 From Sandra Guzman : There are platforms to complete a survey assessment to determine skill level and then it can customize a plan. But I think the part that is important here is the people leader aspect. While leaders may have stepped away from coaching - this is going to be more critical than ever to help upskill staff.

11:48:21 From Melissa McConnell : Feed the AI tool your company manuals, guides, websites, strategic plans/mission/vision/goals, basically any items to “learn” about it and then create a series of lessons for new (and veteran) staff to follow and learn about the org. The AI becomes the teacher to bring them up to speed.

11:48:33 From Maureen Flanagan : Reacted to "Feed the AI tool your company manuals, guides, websites, strategic plans/mission/vision/goals, basically any items to “learn” about it and then create a series of lessons for new (and veteran) staff to follow and learn about the org. The AI becomes the teacher to bring them up to speed." with ❤️

11:48:45 From Cynthia Lewis : Reacted to "Feed the AI tool y..." with 🙌

11:48:50 From Lisa Starkey : Reacted to "There are platforms to complete a survey assessment to determine skill level and then it can customize a plan. But I think the part that is important here is the people leader aspect. While leaders may have stepped away from coaching - this is going to be more critical than ever to help upskill staff." with 👍

11:49:00 From Brent Schlenker : Replying to "Feed the AI tool you..."

YES! Content repositories is where this all starts.

11:49:05 From Michelle Pessoa : Every random question you ever asked, available forever. What could go wrong?

11:49:08 From Connie Halvorsen, IFPTI : Reacted to "Feed the AI tool your company manuals, guides, websites, strategic plans/mission/vision/goals, basically any items to "learn" about it and then create a series of lessons for new (and veteran) staff to follow and learn about the org. The AI becomes the teacher to bring them up to speed." with ❤️

11:49:19 From Maureen Flanagan : Reacted to "Every random question you ever asked, available forever. What could go wrong?" with 😬

11:49:23 From Connie Halvorsen, IFPTI : Reacted to "Every random question you ever asked, available forever. What could go wrong?" with 🎯

11:49:24 From Cynthia Lewis : Reacted to "Every random quest..." with 😂

11:49:43 From Brent Schlenker : Replying to "Every random questio..."

We're watching that with what social media has given us over the last 20 years.

11:49:51 From Maureen Flanagan : Replying to "Every random question you ever asked, available forever. What could go wrong?"

At least -- for now -- it cannot read my thoughts and all the randomness that swirls around my brain.

11:50:05 From Cynthia Lewis : Reacted to "At least -- for no..." with 😂

11:50:10 From Melissa McConnell : Reacted to "At least -- for now -- it cannot read my thoughts and all the randomness that swirls around my brain." with 😂

11:50:13 From Sandra Guzman : It can teach the task related work but it can't hear or feel

tone.

11:50:15 From Andrew Vercouteren : Reacted to "Every random question you ever asked, available forever. What could go wrong?" with 😂

11:50:19 From Bruce Daniels : Replying to "Feed the AI tool your company manuals, guides, websites, strategic plans/mission/vision/goals, basically any items to “learn” about it and then create a series of lessons for new (and veteran) staff to follow and learn about the org. The AI becomes the teacher to bring them up to speed."

With that you have to worry about Context windows, token usage, AI fatigue and structural bias. Context engineering becomes important.

11:50:24 From Lisa Starkey : Very true; the AI rabbit holes; there's many.

11:50:24 From Brent Schlenker : I'm sorry if I derailed the conversation, Shannon.

11:50:25 From Janet Henry : Reacted to "I created a comprehensive learning plan related to AI in the workplace for both staff and faculty with tier 1 the AI essentials workshops for everyone and then branching for faculty and staff need workshops. Crossing my fingers it will be adopted by our leadership" with 🔥

11:50:26 From Michelle Pessoa : "Is it true that the Royal Family are really reptilians?"

11:50:52 From Andrew Vercouteren : Reacted to ""Is it true that the Royal Family are really reptilians?"" with 😂

11:50:57 From Katja Linacre : Speaking of movies, this reminds me of Hidden Figures and how the workers made themselves indispensable because they became experts on the new technology that was supposed to replace them. I think our skills/knowledge/etc. will always be valuable, we have to learn to adapt and work through these changes to show we are relevant. I know a lot of people were scared that tons of jobs would be lost when a lot of online/hybrid

training was developed, but in my industry I have seen a change in needed experience/expertise but there was still a need for high quality designers and trainers to make the trainings "good".

11:51:06 From Lisa Starkey : Reacted to "Speaking of movies, this reminds me of Hidden Figures and how the workers made themselves indispensable because they became experts on the new technology that was supposed to replace them. I think our skills/knowledge/etc. will always be valuable, we have to learn to adapt and work through these changes to show we are relevant. I know a lot of people were scared that tons of jobs would be lost when a lot of online/hybrid training was developed, but in my industry I have seen a change in needed experience/expertise but there was still a need for high quality designers and trainers to make the trainings "good"." with 👍

11:51:17 From Janet Henry : Reacted to "Speaking of movies, this reminds me of Hidden Figures and how the workers made themselves indispensable because they became experts on the new technology that was supposed to replace them. I think our skills/knowledge/etc. will always be valuable, we have to learn to adapt and work through these changes to show we are relevant. I know a lot of people were scared that tons of jobs would be lost when a lot of online/hybrid training was developed, but in my industry I have seen a change in needed experience/expertise but there was still a need for high quality designers and trainers to make the trainings "good"." with 👍

11:51:19 From Connie Halvorsen, IFPTI : Reacted to "I'm sorry if I derailed the conversation, Shannon." with 😊

11:51:24 From Brent Schlenker : Pit orchestras felt this first when movies stopped being silent.

11:51:30 From Cynthia Lewis : Reacted to "Speaking of movies..." with 👍

11:51:31 From Katja Linacre : Reacted to "Pit orchestras felt this first when movies stopped being silent." with 👍

11:51:34 From Maureen Flanagan : Replying to ""Is it true that the Royal Family are really reptilians?""

According to the People's Princess, absolutely!

11:51:44 From Betsy Spetich : Reacted to "Pit orchestras felt this first when movies stopped being silent." with 👍

11:51:46 From Connie Halvorsen, IFPTI : Reacted to "Speaking of movies, this reminds me of Hidden Figures and how the workers made themselves indispensable because they became experts on the new technology that was supposed to replace them. I think our skills/knowledge/etc. will always be valuable, we have to learn to adapt and work through these changes to show we are relevant. I know a lot of people were scared that tons of jobs would be lost when a lot of online/hybrid training was developed, but in my industry I have seen a change in needed experience/expertise but there was still a need for high quality designers and trainers to make the trainings "good"." with 👍

11:52:14 From Lisa Starkey : Replying to "Speaking of movies, this reminds me of Hidden Figures and how the workers made themselves indispensable because they became experts on the new technology that was supposed to replace them. I think our skills/knowledge/etc. will always be valuable, we have to learn to adapt and work through these changes to show we are relevant. I know a lot of people were scared that tons of jobs would be lost when a lot of online/hybrid training was developed, but in my industry I have seen a change in needed experience/expertise but there was still a need for high quality designers and trainers to make the trainings "good"."

Love the movie; I teach as an adjunct in my college and share the accomplishments of the Hidden Figure inventors/innovators and how we are still benefitting from their contribution to the tech world ❤️

11:52:18 From Shannon Tipton : Reacted to "Speaking of movies, this reminds me of Hidden Figures and how the workers made themselves indispensable because they became experts on the new technology that was supposed to replace them. I think our skills/knowledge/etc. will always be valuable, we have to learn to adapt and work through these changes to show we are relevant. I know a lot of people were scared that tons of jobs would be lost when a lot of online/hybrid training was developed, but in my industry I have seen a change in needed experience/expertise but there was still a need for high quality designers and trainers to make the trainings "good"." with 100

11:52:18 From Brent Schlenker : You don't want my answer to that question.

11:52:20 From Maureen Flanagan : Replying to ""Is it true that the Royal Family are really reptilians?""

...or I should say according to the brother of the late Diana, Princess of Wales, that is what is claimed to have been said. :-)

11:52:55 From Connie Halvorsen, IFPTI : Reacted to "...or I should say according to the brother of the late Diana, Princess of Wales, that is what is claimed to have been said. :-)" with



11:53:46 From Michelle Pessoa : Replying to ""Is it true that the Royal Family are really reptilians?""

Definitely not passing that MI6 job application.

11:53:58 From Shannon Tipton : Oct 23: Mentoring: Everyone's Favorite Idea that No One Owns: <https://us02web.zoom.us/meeting/register/xEPYvxdR06j4sSHp0bqIw>

11:54:00 From Maureen Flanagan : Reacted to "Definitely not passing that MI6 job application." with 😂

11:54:01 From Kelly's Notetaker (Otter.ai) : Add last minute items before the meeting ends: [https://otter.ai/u/dEK7oQ2FcfUgSIbhEZ7Lb0CvSRk?utm\\_source=va\\_chat\\_link\\_3](https://otter.ai/u/dEK7oQ2FcfUgSIbhEZ7Lb0CvSRk?utm_source=va_chat_link_3)

11:54:03 From Connie Halvorsen, IFPTI : Are there managers that actually care? Lol. Whole different topic.

11:54:05 From Cynthia Lewis : Replying to "Pit orchestras fel..."

yup, historicall, every "advance" comes at a cost. Whale oil industry suffered when electricity became popular 🙋

11:54:27 From Katja Linacre : Reacted to "Love the movie; I teach as an adjunct in my college and share the accomplishments of the Hidden Figure inventors/innovators and how we are still benefitting from their contribution to the tech world ❤️" with ♥

11:54:36 From Connie Halvorsen, IFPTI : Reacted to "yup, historicall, every "advance" comes at a cost. Whale oil industry suffered when electricity became popular 🙋" with 👍

11:55:03 From Sandra Guzman : Are there managers that actually care? Lol. Whole different topic.

I care! I coach all my direct reports and take the time. They are my #1 priority.

11:55:09 From Cynthia Lewis : Reacted to "Definitely not pas..." with 😂

11:55:15 From Connie Halvorsen, IFPTI : Reacted to "Are there managers that actually care? Lol. Whole different topic.

I care! I coach all my direct reports and take the time. They are my #1 priority." with ❤️

11:55:21 From Brent Schlenker : Actually, I do have an answer for this. It will be short. I promise. ;)

11:55:24 From Heather Ross : Replying to "Pit orchestras felt this first when movies stopped being silent."

@Cynthia Lewis they could still pivot to the perfume industry, but there is a lot of waste if that's your sole output

11:56:41 From Michelle Pessoa : Replying to "Pit orchestras felt this first when movies stopped being silent."

For thousands of years being a blacksmith or a stonemason was a safe job. 🤖

11:56:55 From Cynthia Lewis : Reacted to "For thousands of y..." with 👍

11:56:58 From Cynthia Lewis : Reacted to "@Cynthia Lewis the..." with 👍

11:57:47 From Brent Schlenker : The AI will watch the expert work...and learn. And then it will design a learning plan for anyone new specifically based on what the AI knows about that new employee.

11:58:04 From Katja Linacre : Reacted to "For thousands of years being a blacksmith or a stonemason was a safe job. 🤖" with 🏆

11:58:27 From Melissa McConnell : Reacted to "Are there managers that actually care? Lol. Whole different topic.

I care! I coach all my direct reports and take the time. They are my #1 priority." with ❤️

11:58:44 From Heather Ross : Replying to "Pit orchestras felt this first when movies stopped being silent."

Being a stonemason (or plumber, or carpenter) is still a pretty safe job, but you do have to find a market that will support a reasonable number of them. The trades are begging for people to intern right now.

11:59:01 From Cynthia Lewis : Reacted to "Being a stonemason..." with 👍

11:59:03 From Brent Schlenker : Reacted to "Being a stonemason (or plumber, or carpenter) is still a pretty safe job, but you do have to find a market that will support a reasonable number of them. The trades are begging for people to intern right now." with 👍

11:59:06 From Sandra Guzman : Like the idea of setting up a Notebook LM. I am exploring creating a specific agent to handle this, send out weekly reminders... learning everyday!

11:59:14 From Monique Guggino : thank you!

11:59:17 From Cynthia Lewis : Another great session! Thank you! 😊

11:59:21 From Katja Linacre : I have actually used AI (I use Gemini with my google subscription) to help me work on a pitch for why I am valuable as a human designer who uses AI. It was actually very helpful for improving my elevator pitch :)

11:59:32 From Melissa McConnell : Replying to "Like the idea of set..."

We use that to turn our member meetings/hang outs into a podcast - members love it to listen to on their commutes!

11:59:37 From Bruce Daniels : Reacted to "I have actually used AI (I use Gemini with my google subscription) to help me work on a pitch for why I am valuable as a human designer who uses AI. It was actually very helpful for improving my elevator pitch :)" with ❤️

11:59:49 From Sandra Guzman : Reacted to "I have actually us..." with ❤️

11:59:51 From Melissa McConnell : Reacted to "I have actually used AI (I use Gemini with my google subscription) to help me work on a pitch for why I am valuable as a human designer who uses AI. It was actually very helpful for improving my elevator pitch :)" with ❤️

11:59:54 From Brent Schlenker : NotebookLM is a great transitional tool at this time. But it will become unnecessary in a couple years if not sooner.

12:00:08 From Andrew Vercouteren : Reacted to "We use that to turn our member meetings/hang outs into a podcast - members love it to listen to on their commutes!" with 🙄

12:00:11 From Sandra Guzman : Reacted to "We use that to tur..." with ❤️

12:00:13 From Heather Ross : I have cloning our General Manager mentor program for several other positions on my goals list for the upcoming year

12:00:24 From Maureen Flanagan : Replying to "Pit orchestras felt this first when movies stopped being silent."

Safe as in "secure" or physically safe? Having just returned from a pilgrimage across Europe, I am in awe of the churches and cathedrals constructed long before modern equipment helped transport materials and lift them. Hundreds of years later, they are still standing and as beautiful as ever!

12:00:26 From Sandra Guzman : Reacted to "NotebookLM is a gr..." with 👍

12:00:35 From Sandra Guzman : Reacted to "I have cloning our..." with 👍

12:00:37 From Lisa Starkey : We are constantly receiving calls from vendors to sell us adaptive learning platforms that use AI coaching for a number of employee training topics

12:00:46 From Connie Halvorsen, IFPTI : Reacted to "We are constantly receiving calls from vendors to sell us adaptive learning platforms that use AI coaching for a number of employee training topics" with 👍

12:00:47 From Lisa Starkey : Winery

12:00:47 From Melissa McConnell : Replying to "Like the idea of set..."

I take notes during the chats and copy the chats - feed that into Notebook LM and it makes a fun podcast generalizing the content for everyone.

12:00:57 From Sandra Guzman : Always a great time with this group. Thanks Shannon and all!

12:01:02 From Katja Linacre : Thank you!

12:01:03 From Connie Halvorsen, IFPTI : Celebrate another birthday this next week!

12:01:03 From Melissa McConnell : Reacted to "Winery" with ❤️

12:01:07 From Heather Ross : Reacted to "Always a great time with this group. Thanks Shannon and all!" with 🎉

12:01:10 From Brent Schlenker : Reacted to "I take notes during the chats and copy the chats - feed that into Notebook LM and it makes a fun podcast generalizing the content for everyone." with 👍

12:01:13 From Heather Ross : Reacted to "Celebrate another birthday this next week!" with 🌟

12:01:19 From Sandra Guzman : Happy Birthday Connie!!!!

12:01:35 From Sandra Guzman : Reacted to "Celebrate another ..." with 🥂

12:01:42 From Maureen Flanagan : Happy Birthday, Connie!

12:01:43 From Brent Schlenker : Reacted to "Winery" with ❤️

12:01:58 From Maureen Flanagan : Is there any other kind of reality show?

12:02:01 From Connie Halvorsen, IFPTI : Thank you, everyone!

12:02:06 From Connie Halvorsen, IFPTI : Reacted to "Is there any other kind of reality

show?" with 😊

12:02:06 From Michelle Pessoa : Replying to "Pit orchestras felt this first when movies stopped being silent."

Not a safe job path, certainly.

12:02:08 From Melissa McConnell : Back in the day was Real World & Road Rules LOL

12:02:14 From Andrew Vercouteren : Mid-October is Fall cleaning (the opposite of Spring cleaning). Annual tradition to clean out the garage, pull out the coats/boots, change closets over to Fall/Winter clothes.

12:02:18 From Lisa Starkey : Binge watch on Netflix Great British Baking Show and you will love it!!!

12:02:34 From Heather Ross : Replying to "Mid-October is Fall cleaning (the opposite of Spring cleaning). Annual tradition to clean out the garage, pull out the coats/boots, change closets over to Fall/Winter clothes."

I should do this...

12:02:40 From Connie Halvorsen, IFPTI : Reacted to "Binge watch on Netflix Great British Baking Show and you will love it!!!" with 😊

12:02:49 From Sandra Guzman : On my rainy Sunday... planning to make some apple apple pies! Love the Halloween baking competitions

12:03:07 From Heather Ross : Reacted to "On my rainy Sunday... planning to make some apple apple pies! Love the Halloween baking competitions" with ❤️

12:03:08 From Connie Halvorsen, IFPTI : Reacted to "On my rainy Sunday... planning to make some apple apple pies! Love the Halloween baking competitions" with ❤️

12:03:23 From Maureen Flanagan : Replying to "Mid-October is Fall cleaning (the opposite of Spring cleaning). Annual tradition to clean out the garage, pull out the coats/boots, change closets over to Fall/Winter clothes."

It used to be our garage clean-out time to make room for the Cub Scouts popcorn delivery. I was our Pack's Popcorn Colonel and Quartermaster for several years.

12:03:28 From Melissa McConnell : Replying to "Mid-October is Fall ..."

We've started purging "stuff." After 2 parents passing in the last year, we're NOT leaving that to our own kids. It's been super cathartic.

12:03:34 From Andrew Vercouteren : Replying to "Mid-October is Fall cleaning (the opposite of Spring cleaning). Annual tradition to clean out the garage, pull out the coats/boots, change closets over to Fall/Winter clothes."

That was exactly the inspiration. First snow would come, and we would be like "We should really be more organized about this...."

12:03:46 From Melissa McConnell : Reacted to "On my rainy Sunday... planning to make some apple pies! Love the Halloween baking competitions" with ❤️

12:03:48 From Brent Schlenker : Reacted to "We've started purging "stuff." After 2 parents passing in the last year, we're NOT leaving that to our own kids. It's been super cathartic." with 👍

12:03:53 From Andrew Vercouteren : Reacted to "We've started purging "stuff." After 2 parents passing in the last year, we're NOT leaving that to our own kids. It's been super cathartic." with 🙌

12:04:04 From Andrew Vercouteren : Reacted to "It used to be our garage clean-out time to make room for the Cub Scouts popcorn delivery. I was our Pack's Popcorn Colonel and Quartermaster for several years." with 👍

12:04:36 From Andrew Vercouteren : Reacted to "I should do this..." with 👍

12:04:55 From Melissa McConnell : Replying to "Mid-October is Fall ..."

We've started purging "stuff." After 2 parents passing in the last year, we're NOT leaving that to our own kids. It's been super cathartic.

The funniest part - my mom collected Lladros. I joined a FB group to try and unload them...everyone else in the group is like me — a kid who inherited them and doesn't want them. hahahahahaha

12:04:57 From Andrew Vercouteren : Replying to "On my rainy Sunday... planning to make some apple apple pies! Love the Halloween baking competitions"

Now I'm hungry...

12:04:58 From Betsy Spetich : Amazon

12:05:08 From Maureen Flanagan : I've been watching The Voice for the first time. My children's second cousin (Destinee Monroe) is one of the contestants who is on Adam Levine's team.

12:05:19 From Andrew Vercouteren : Reacted to "On my rainy Sunday... planning to make some apple apple pies! Love the Halloween baking competitions" with ❤️

12:05:21 From Sandra Guzman : Reacted to "Now I'm hungry..." with 🍷

12:05:25 From Connie Halvorsen, IFPTI : I gotta go, but have a great weekend, everyone! See you in a couple of weeks, hopefully!

12:05:46 From Sandra Guzman : Reacted to "I've been watching..." with 

12:06:12 From Sandra Guzman : Have a great weekend everyone. Be awesome!

12:06:46 From Andrew Vercouteren : Replying to "Mid-October is Fall cleaning (the opposite of Spring cleaning). Annual tradition to clean out the garage, pull out the coats/boots, change closets over to Fall/Winter clothes."

We got gorgeous 1960 Noritake china that we're never going to use...

12:06:59 From Shannon Tipton : Replying to "Mid-October is Fall cleaning (the opposite of Spring cleaning). Annual tradition to clean out the garage, pull out the coats/boots, change closets over to Fall/Winter clothes."

@Andrew Vercouteren ME TOO!

12:07:01 From Melissa McConnell : Reacted to "We got gorgeous 1960 Noritake china that we're never going to use..." with 

12:07:07 From Melissa McConnell : Reacted to "@Andrew Vercouteren ME TOO!" with 