

Indistinguishable

Leveraging Your AI-Powered Team



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Cerritos College



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Managing Principal
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Speaker Introduction



Felipe Lopez, Cerritos College

- Executive Vice President for Cerritos College
- President Elect, Association of Chief Business Officials
- Board Member, Statewide Assoc of Community Colleges
- MBA, University of Redlands



Tim Femister, Firestorm Global

- Managing Principal for Firestorm Global
- Prior CEO of private equity-backed IT services firm
- Author, Indistinguishable (Q1'26)
- Appearances in Forbes, NBC, Lifetime, CRN, CIO Dive
- Forbes: The Rising Threat of Cyberattacks on K-12 Schools

5 Things We Want You To Know

1

This is significant, important, and requires strong leadership

2

Everyone here can solve real, material problems with intentional use

3

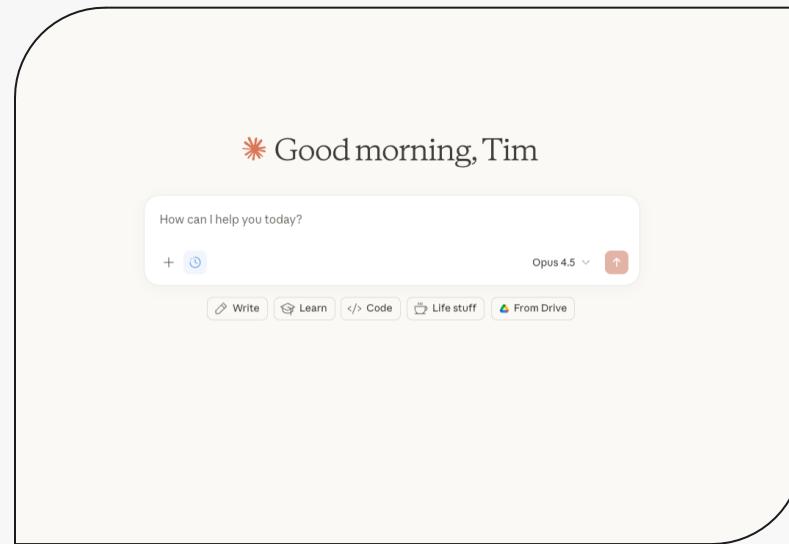
Your creativity and critical thinking will expand, not contract

4

Risk exists alongside reward and requires active management

5

Important to communicate a story of hope and opportunity



314 Years. 4 Major Innovations. 3-Years In.

The AI Paradox

INCREDIBLE USE

ChatGPT Nears 900 Million Weekly Active Users But Gemini is Catching Up

By Sri Muppidi



- 16% global AI adoption (25% in Global North), per Microsoft
- \$405 Billion in committed AI capital expenditure in 2025

LIMITED RETURN?

AI promised a revolution. Companies are still waiting.

By Deepa Seetharaman, Supantha Mukherjee and Krystal Hu

December 16, 2025 1:04 PM PST · Updated December 16, 2025



OpenAI CEO Sam Altman speaks to media following a Q&A at the OpenAI data center in Abilene, Texas, U.S., September 23, 2025.
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The AI Paradox

THE WALL STREET JOURNAL.

LIFESTYLE | WORKPLACE

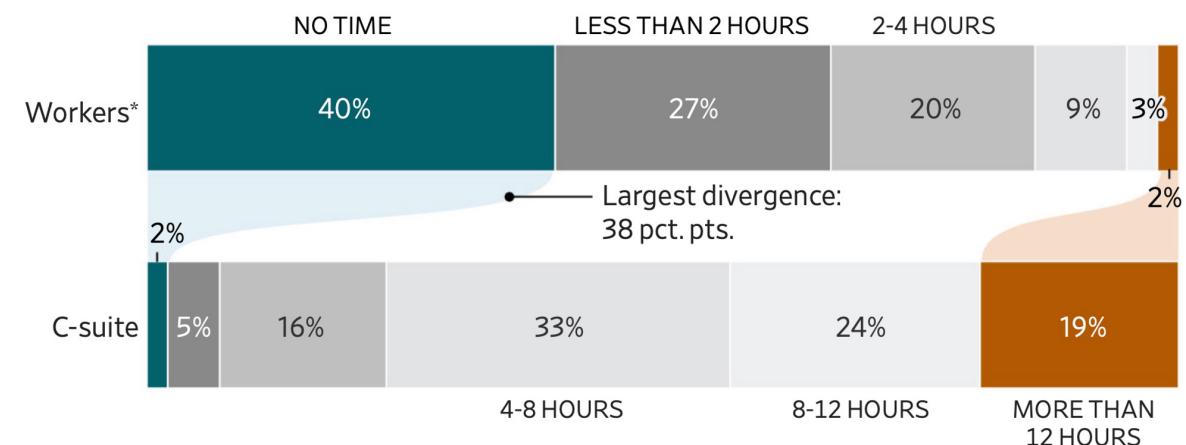
CEOs Say AI Is Making Work More Efficient. Employees Tell a Different Story.

How much time workers say the technology saves them on the job is vastly different from what executives report

By [Lindsay Ellis](#) [Follow](#)

Jan. 21, 2026 at 5:00 am ET

How much time do you think you are saving each week by using AI?



Workslop Epidemic

Generative AI

AI-Generated “Workslop” Is Destroying Productivity

by Kate Niederhoffer, Gabriella Rosen Kellerman, Angela Lee, Alex Liebscher, Kristina Rapuano and Jeffrey T. Hancock

September 22, 2025, Updated September 25, 2025



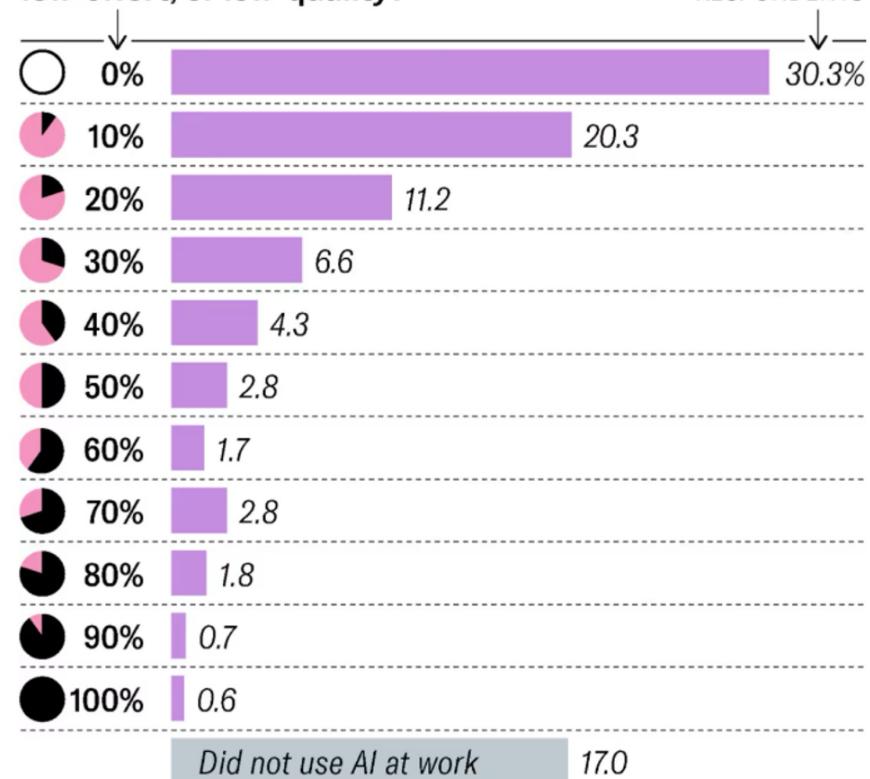
HBR Staff/AI

- Encouraging AI use without proper training can be devastating

Do You Send Colleagues Workslop?

How much of the AI-generated work that you send to colleagues do you think is actually unhelpful, low-effort, or low-quality?

PERCENTAGE OF RESPONDENTS





AI Advancements

Mathematics

Since Christmas, 15 Erdős problems moved from open to solved with 11 credited to AI

Chemistry

Nobel Prize in Chemistry awarded for an AI model that solves 50-year-old problem around protein structure

Coding

Claude's latest tool, Cowork, was predominantly built by its own AI systems in ~10 days

Photography

Boris ElgagSEN entered PSEUDOMNESIA in Sony World Photography Awards and won (2023)

Music

Velvet Sundown went viral on Spotify with 1M+ monthly listeners

Cerritos College AI Journey



ROI-Driven Adoption

- Very focused on ensuring a strong case for an investment return



Anchored to Students First Framework

- AI initiatives must advance completion, equity, and career success



Governance Before Tools

- Senate Committee on AI in Teaching and Education established first



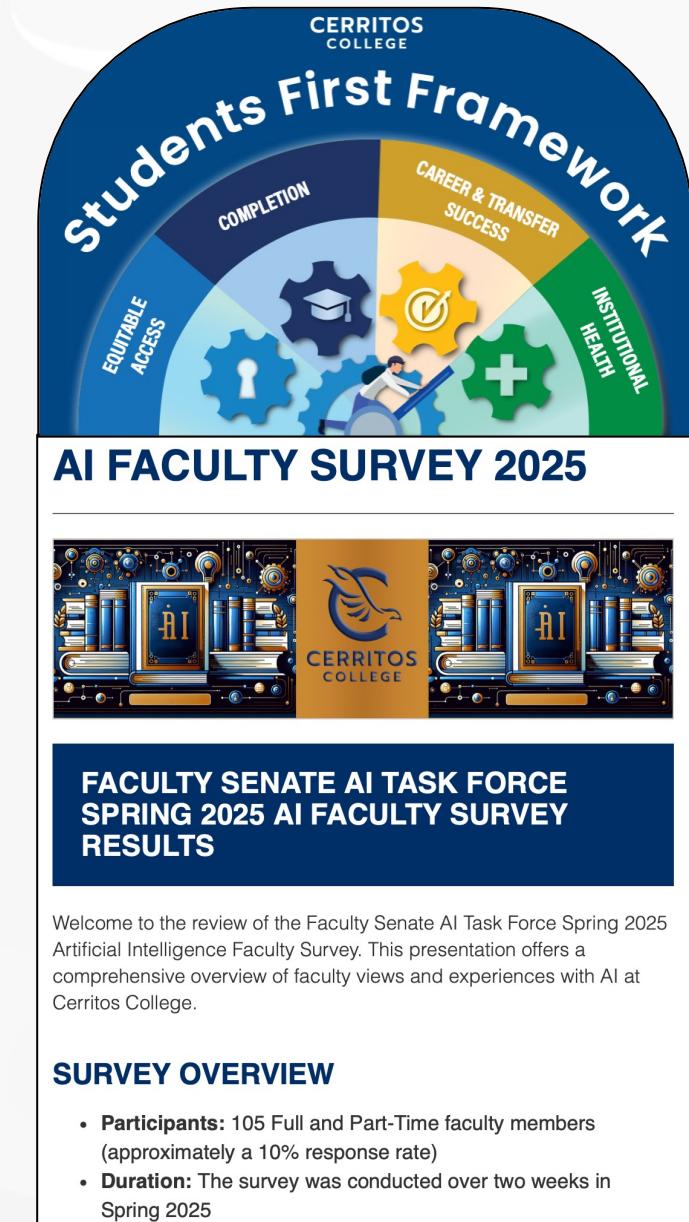
Clear Faculty Guidelines

- Coursework AI usage policy in place before widespread rollout



Quick Wins Building Momentum

- Meeting minutes, announcement summaries, administrative tasks



The graphic is a circular diagram for the 'Students First Framework' at Cerritos College. The outer ring is blue with the text 'CERRITOS COLLEGE' at the top and 'Students First Framework' in a large, bold, white font. The inner circle is divided into four quadrants: 'COMPLETION' (top), 'CAREER & TRANSFER SUCCESS' (top-right), 'INSTITUTIONAL HEALTH' (bottom-right), and 'EQUITABLE ACCESS' (bottom). Each quadrant contains a gear icon: a blue gear with a keyhole, a yellow gear with a graduation cap, a blue gear with a person, and a green gear with a plus sign. The center of the circle features a small illustration of a person sitting at a desk with gears.

AI FACULTY SURVEY 2025



FACULTY SENATE AI TASK FORCE SPRING 2025 AI FACULTY SURVEY RESULTS

Welcome to the review of the Faculty Senate AI Task Force Spring 2025 Artificial Intelligence Faculty Survey. This presentation offers a comprehensive overview of faculty views and experiences with AI at Cerritos College.

SURVEY OVERVIEW

- **Participants:** 105 Full and Part-Time faculty members (approximately a 10% response rate)
- **Duration:** The survey was conducted over two weeks in Spring 2025

Our Rules



AIFM

"AI Is For Me"
(And You).



AI Is Smart

Work With AI Like A
Business Pro



Be Curious

Try New Features,
Explore, and
Experiment



Builder Mindset

Think in Terms of
Building and Creating



ΔX

Own Your Work.
Validate Findings.

Important: Don't try to be an expert where you're not an expert.

3-Levels of AI Adoption

LEVEL**3**

Operating Partner

- Think through our risk
- Help design a strategy
- Co-develop our vision

“Help me think through this challenge.”

Infrequent**Major Impact****LEVEL****2**

Problem Solver

- Build a new tool
- Create a microsite
- Overhaul our documentation

“I know what I need. Go build it.”

Less Frequent**High Impact****LEVEL****1**

Task Tool

- Write an email
- Summarize a document
- Answer a question

“Do this thing for me.”

Most Frequent**Low Impact**

Enterprise Risk Management Example

LEVEL
3

Help me think through our enterprise risk strategy. How should we prioritize resource allocation across cyber threats, campus safety, regulatory compliance, and third-party liability given our current risk appetite?

LEVEL
2

Create a comprehensive risk register that maps institutional risks to controls, assigns departmental ownership, and establishes scoring criteria for our board reporting.

LEVEL
1

Review this incident report and flag any compliance, liability, or regulatory notification requirements.

LEVEL

1

Incident Report Review

Review this communication and identify any compliance, liability, or regulatory notification requirements we need to act on.

LEVEL

1

Incident Report Review

Regulations Triggered

- CA Civil Code § 1798.29 (SSN + name = mandatory notification)
- FERPA (education records disclosed to unauthorized party)
- GLBA/FTC Safeguards Rule (financial aid data)

Immediate Liability Gaps

- No written confirmation of deletion from external recipient
- No contractual relationship with Clearwater: limited legal leverage
- File was unencrypted and unprotected

Action Required

- Report to Federal Student Aid immediately
- Formal written deletion request to Clearwater (via legal counsel)
- Notify cyber liability insurance carrier
- Preserve all logs and documentation

From: Diane Kowalski <dkowalski@nachovalleyccd.edu>
To: Robert Tran <rtran@nachovalleyccd.edu>
Date: January 22, 2026 at 4:52 PM
Subject: FW: FW: URGENT - email issue in FA

Robert,
See below. Maria is asking if we need to report this somewhere. Can you take a look and let me know what we're dealing with? I have a board meeting tomorrow and would prefer not to walk into any surprises.
Also - do we know if this Clearwater company actually deleted it? Maria said they told her they would but I don't see anything in writing.

D
Diane Kowalski
*Vice President, Administrative Services
Nacho Valley Community College District*

From: Maria Chen <mchen@nachovalleyccd.edu>
To: Diane Kowalski <dkowalski@nachovalleyccd.edu>
Cc: James Park <jpark@nachovalleyccd.edu>
Date: January 22, 2026 at 4:31 PM
Subject: RE: FW: URGENT - email issue in FA

Diane,
Confirming the count - it was the January verification batch. 847 students total.
The spreadsheet had their names, SSNs, DOBs, addresses, and the FAFSA income info we use for verification. I've pulled a list of the student IDs if we need it.

I called the company and spoke with someone named Karen who said she'd delete it and wouldn't open the attachment. She seemed confused about why we were calling. She said she'd email confirmation but I haven't received anything yet.

James has the email logs if you need them.

Do we need to notify anyone about this? I don't want to make this bigger than it needs to be but I also don't want to miss something.

- Maria

LEVEL

2

Comprehensive Risk Register

Create a comprehensive enterprise risk register for a California community college district. Deliver as an Excel workbook with the following requirements list...

LEVEL
2

Comprehensive Risk Register

Enterprise Risk Register																			
California Community College District Confidential Board Document Q1 2026																			
Risk ID	Category	Risk Description			L	I	Inherent	Current Controls			Control Eff.	Residual	Target	Gap	Velocity	Risk Owner	Review Freq.	Next Review	Notes / Mitigation Status
CYB-001	Cybersecurity & Data Privacy	Ransomware attack encrypts student information system (Banner/Colleague) and financial systems, disrupting enrollment, payroll, and financial aid disbursement for extended period			4	5	20	EDR deployed district-wide; immutable backups with 4-hour RPO; incident response plan tested annually; cyber insurance with \$5M coverage; 24/7 SOC monitoring			Strong	8	6	2	► Stable	VP of Technology	Quarterly	2026-04-01	Annual tabletop exercise scheduled for March; considering enhanced backup isolation
CYB-002	Cybersecurity & Data Privacy	Sophisticated phishing/social engineering attack compromises privileged credentials leading to unauthorized access to student PII, financial records, and FERPA-protected educational records			5	4	20	MFA enforced on all critical systems; quarterly phishing simulations with remedial training; security awareness program mandatory for all employees; privileged access management			Moderate	12	8	4	▼ Decreasing	Chief Information Security Officer	Monthly	2026-02-15	Phishing click rate reduced from 18% to 7% YoY; implementing FIDO2 hardware keys for privileged users
CYB-003	Cybersecurity & Data Privacy	Third-party EdTech vendor (LMS, SIS, assessment platform) suffers data breach exposing student educational records, requiring FERPA breach notification to DOE			3	4	12	Vendor security assessments required pre-contract; data processing agreements with 72-hour breach notification; annual SOC 2 Type II review requirement; data minimization policies			Moderate	7	6	1	► Stable	Director of IT Security	Quarterly	2026-03-15	Reviewing vendor list for compliance gaps; 3 vendors pending security assessment renewal
CYB-004	Cybersecurity & Data Privacy	GLBA Safeguards Rule non-compliance in handling student financial aid data results in federal examination finding and potential impact to Title IV program participation			3	5	15	Annual GLBA risk assessment completed; encryption at rest (AES-256) and in transit (TLS 1.3); documented information security plan; designated GLBA coordinator; annual penetration testing			Moderate	9	7	2	► Stable	Director of Financial Aid	Annual	2026-11-01	Last GLBA assessment completed November 2025; awaiting FTC updated examination procedures
CYB-005	Cybersecurity & Data Privacy	Insider threat via privileged employee results in unauthorized data exfiltration of sensitive HR records, student data, or financial information for personal gain or malicious intent			2	4	8	Role-based access controls with quarterly access reviews; DLP monitoring on email and cloud storage; comprehensive exit procedures with immediate access termination; background checks			Moderate	5	4	1	► Stable	VP of Human Resources	Annual	2026-06-01	Evaluating user behavior analytics (UBA) solution; recent near-miss during employee termination
CYB-006	Cybersecurity & Data Privacy	Unpatched legacy systems (student information system modules, facilities management, legacy databases) create critical vulnerabilities exploited by threat actors			4	4	16	Monthly vulnerability scanning; compensating controls on legacy systems; network segmentation isolating legacy systems; enhanced monitoring; documented risk acceptance			Weak	13	6	7	▲ Increasing	Director of Enterprise Applications	Quarterly	2026-03-01	Three legacy systems pending modernization in 2026-27 budget; compensating controls require validation
SAF-001	Campus Safety & Security	Active shooter or violent incident on campus resulting in injury, death, extended campus closure, and significant psychological trauma to campus community			2	5	10	Armed sworn campus police officers; RAVE emergency alert system with geo-targeting; annual active shooter training (Run-Hide-Fight); building lockdown capabilities; behavioral threat assessment team (BIT)			Moderate	6	5	1	► Stable	Chief of Campus Police	Quarterly	2026-04-15	Run-Hide-Fight training completion at 87%; BIT reviewed 12 cases in 2025; coordination with local law enforcement excellent
SAF-002	Campus Safety & Security	Failure to comply with Clery Act reporting requirements results in DOE program review finding, federal penalties up to \$69,733 per violation, and negative publicity			2	4	8	Dedicated Clery Compliance Coordinator (0.5 FTE); automated incident tracking system integrated with police dispatch; annual security report published by October 1; CSA training			Strong	3	3	0	► Stable	Dean of Student Services	Annual	2026-10-01	No findings in last DOE program review (2023); daily crime log current; timely warning procedures tested
SAF-003	Campus Safety & Security	Major natural disaster (earthquake >6.0, wildfire, flood) damages facilities, displaces students and employees, and disrupts operations for extended period (2+ weeks)			3	5	15	Emergency operations plan updated annually; mutual aid agreements with adjacent districts and local agencies; COOP plan with identified alternate sites; 72-hour emergency supplies; insurance coverage			Moderate	9	7	2	► Stable	VP of Administrative Services	Annual	2026-08-01	Great ShakeOut drill October 2026; COOP plan needs technology/recovery update; generator fuel contracts current
SAF-004	Campus Safety & Security	Chemical spill, biological hazard, or lab accident in science facilities injures students or staff, requiring hazmat response and potential facility remediation			2	4	8	Chemical hygiene plan compliant with OSHA standards; annual lab safety training mandatory; proper PPE and ventilation verified; hazmat response procedures; chemical inventory management system			Strong	3	3	0	► Stable	Dean of STEM	Quarterly	2026-06-15	Lab safety audit completed December 2025 with no findings; fume hood certifications current
REG-001	Regulatory Compliance	Title IX investigation mishandling or procedural error results in OCR complaint, federal investigation, resolution agreement with mandatory corrective actions, and reputational damage			3	5	15	Trained Title IX Coordinator (dedicated position) with deputy coordinators at each campus; defined grievance procedures compliant with 2024 regulations; mandatory annual training; case management system			Moderate	9	6	3	▲ Increasing	Title IX Coordinator	Monthly	2026-02-01	Policy updates pending for anticipated 2026 regulatory changes; 14 active investigations; average resolution time 78 days
REG-002	Regulatory Compliance	ADA/Section 504 accessibility failures in online courses, instructional materials, or physical facilities result in OCR complaint, resolution agreement, and costly remediation			3	4	12	Accessibility reviews of new courses via ALLY integration; assistive technology center at each campus; physical accessibility surveys completed 2024; faculty accessibility training available (not mandatory)			Weak	10	5	5	▲ Increasing	Director of Disabled Students Programs	Quarterly	2026-03-01	LMS accessibility audit revealing 34% of courses below WCAG 2.1 AA; captioning backlog of 200+ videos; faculty training completion only 45%
REG-003	Regulatory Compliance	ACCJC accreditation warning, probation, or show cause sanction due to deficiencies in institutional effectiveness, student outcomes, or fiscal stability			2	5	10	Continuous accreditation readiness with annual self-evaluation; integrated planning and resource allocation; data governance committee; institutional effectiveness office; ISER development timeline			Strong	4	4	0	► Stable	VP of Academic Affairs	Annual	2026-09-01	ISER development on track for 2027 comprehensive visit; mock visit scheduled Fall 2026; all standards currently met
REG-004	Regulatory Compliance	AB 705/1705 compliance gaps in math and English placement or support course requirements lead to Chancellor's Office intervention, corrective action plan, or funding implications			2	4	8	Placement policies reviewed annually with discipline faculty; throughput data tracked and reported; co-requisite support models implemented; student success data disaggregated by equity groups			Strong	3	3	0	► Stable	Dean of Liberal Arts	Quarterly	2026-05-01	Throughput rates exceeding state averages; English +8%, Math +5% vs. statewide; monitoring AB 1705 implementation

LEVEL

2

Comprehensive Risk Register

IMPACT SCALE						
Score	Level	Financial	Operational	Reputational	Compliance	
5	Catastrophic	>\$5M or >20% budget	Campus closure >1 week; loss of critical system	National media; legislative inquiry; loss of community trust	Loss of accreditation; Title IV ineligibility; criminal liability	
4	Major	\$1M-\$5M or 10-20% budget	Campus closure 1-7 days; major service disruption	Regional media coverage; community concern; enrollment impact	Federal investigation; OCR resolution agreement; major audit findings	
3	Moderate	\$250K-\$1M or 5-10% budget	Department closure; multiple services affected	Negative local media; stakeholder complaints	Regulatory warning; audit finding; corrective action required	
2	Minor	\$50K-\$250K or 1-5% budget	Brief interruption; single system/service affected	Limited complaints; internal concern only	Minor compliance gap; self-reported violation	
1	Negligible	<\$50K or <1% budget	No significant operational impact	No external awareness	Observation only; best practice recommendation	

RISK RATING MATRIX (5x5 Heat Map)						
	IMPACT →	Negligible	Minor	Moderate	Major	Catastrophic
LIKELIHOOD	Almost Certain (5)	5	10	15	20	25
	Likely (4)	4	8	12	16	20
	Possible (3)	3	6	9	12	15
	Unlikely (2)	2	4	6	8	10
	Rare (1)	1	2	3	4	5

LEVEL

2

Comprehensive Risk Register

EXECUTIVE SUMMARY

The district maintains a comprehensive enterprise risk management program tracking 32 risks across nine categories. Overall risk posture has improved compared to prior quarter, with average residual risk scores decreasing from 8.5 to 8.1. Three risks remain at elevated levels requiring continued board awareness: enrollment sustainability, pension cost pressures, and legacy system vulnerabilities. Cybersecurity controls continue to strengthen with phishing susceptibility reduced 61% year-over-year. Six risks show increasing velocity requiring enhanced monitoring, primarily in areas of IT staffing, deferred maintenance, and regulatory compliance (ADA accessibility). Management recommends board approval of the proposed \$500K technology modernization funding to address the highest-priority legacy system vulnerabilities.

KEY RISK INDICATORS

32	3	8.1	6
Total Risks	Critical/High	Avg Residual	Increasing Velocity
Stable	▼ Improved	▼ 8.5→8.1	▲ Watch

RISK COUNT BY CATEGORY

Category	Count	High+	Avg	Risk ID	Description	Score	Action Required
Cybersecurity	6	0	9	FIN-002	Pension cost increases (CalSTRS/CalPERS employer r...	16	Immediate review
Campus Safety	4	0	5.2	CYB-006	Unpatched legacy systems (student information syst...	13	Enhanced monitoring
Compliance	4	0	6.5	HR-002	Critical position vacancies in high-demand fields ...	13	Enhanced monitoring
Financial	4	1	8.5	FAC-001	Deferred maintenance backlog creates building crut...	12	Enhanced monitoring

LEVEL

3

Enterprise Risk Strategy

You're an industry leading expert in risk management and highly experienced working with California Community Colleges.

I want to think through an enterprise risk strategy with you as a thought partner. Consider a CCD of 15K students with (2) campuses. Work with me as if I were new to the role as a CBO in charge of risk.

Where do I start?

LEVEL

3

Enterprise Risk Strategy

“First: Understand What You’re Inheriting”

Before building anything new, you need to know what already exists:

- 1. Is there a current risk register? Many CCDs have one gathering dust somewhere, often created for accreditation and never touched since.*
- 2. What does your insurance program look like? JPA membership (SWACC, ASCIP, or Statewide Association of Community Colleges)? Self-insured retention levels? Coverage gaps?*
- 3. Who “owns” risk today? Risk management in CCDs is often fragmented across Facilities, HR, IT, Student Services, and Finance with no central coordination....”*

1. Building an ERM Program from Scratch

An effective Enterprise Risk Management program for a California Community College District requires four core components: a clear governance structure that defines accountability, a consistent risk framework for identification and assessment, a living risk register that captures and tracks risks, and a defined reporting rhythm that keeps stakeholders informed. Building these components methodically creates a sustainable program that integrates with existing district operations.

2. Governance Structure

The governance structure defines who owns risk decisions and how information flows through the organization:

Role	Responsibility
Board of Trustees	Policy oversight, risk appetite definition, annual review
Chancellor	Accountable for overall ERM program effectiveness
CBO	Program owner, drives execution and coordination
Risk Council	Cross-functional leadership team, meets quarterly
Risk Owners	VPs and Directors who own and manage specific risks

Risk Council Composition: For a 15,000-student, two-campus district, the Risk Council should include the VP of Instruction, VP of Student Services, VP of HR, CIO/IT Director, Facilities Director, and Police Chief.

3. Risk Categories

The following taxonomy organizes risks into manageable categories aligned with CCD operations:

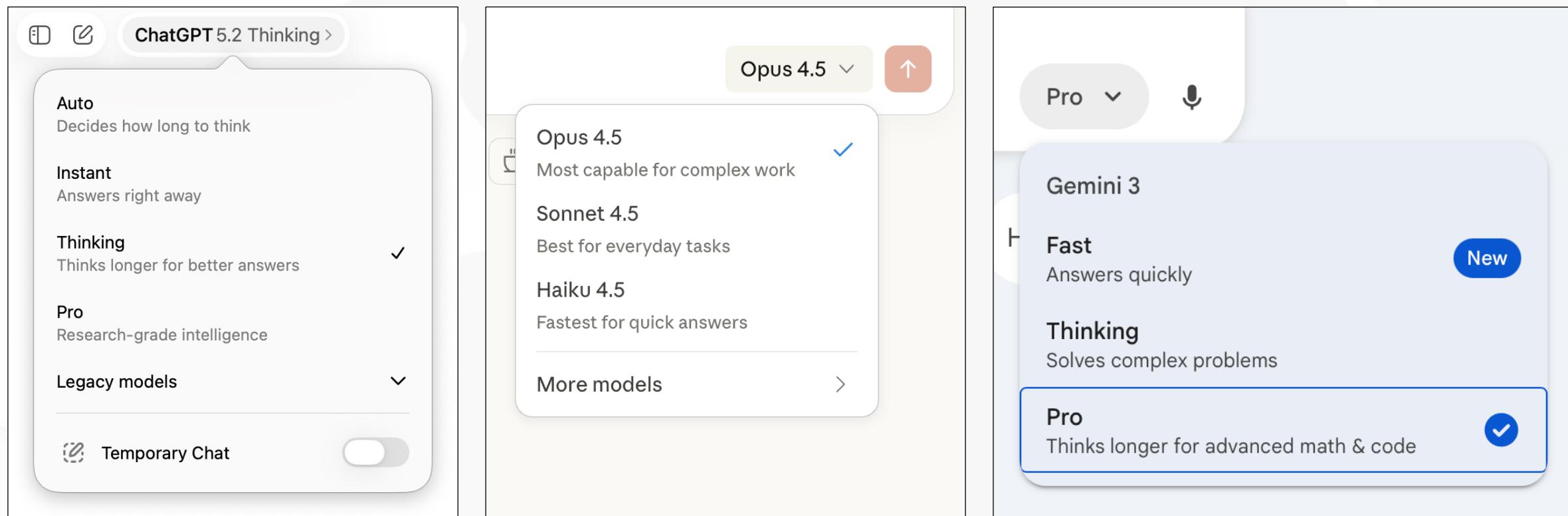
Category	What It Covers
Strategic	Enrollment, funding formula, regional competition, mission drift
Operational	Facilities, IT systems, business continuity, vendor dependencies
Financial	Budget, reserves, grants compliance, audit findings
Compliance	Title IX, ADA, Clery, FERPA, accreditation, Title 5
Reputational	Public trust, media relations, community relations
Human Capital	Recruitment, retention, succession planning, labor relations
Technology	Cybersecurity, data privacy, system availability
Health & Safety	Campus safety, environmental hazards, emergency management

4. Risk Assessment Methodology

Each identified risk is scored on two dimensions using a 1-5 scale:

Likelihood: How probable is this risk materializing in the next 1-3 years? (1 = Rare, 5 = Almost Certain)

Model Selection Deeply Matters



Model Selection Deeply Matters

A-**Model**

- 5.2 Pro, Opus 4.5 Extended, Gemini 3 Pro

PhD Level

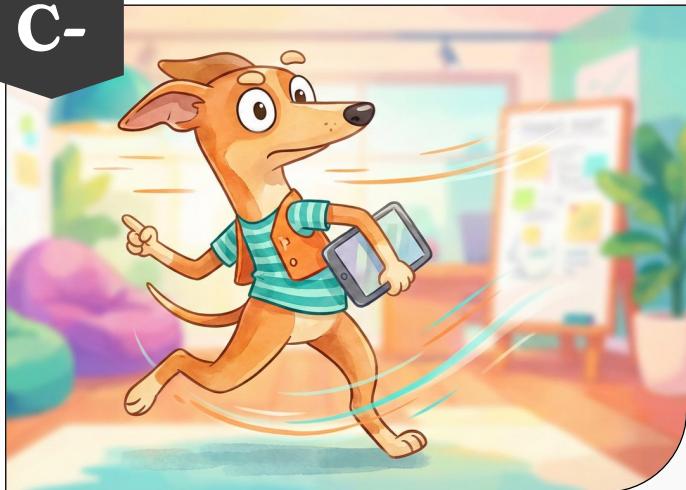
- ~90% GPQA
- ~80% SWE

B-**Model**

- Sonnet 4.5, Gemini 3 Thinking

Sr Professional Level

- ~83% GPQA
- ~77% SWE

C-**Model**

- Haiku 4.5, GPT 5.2 Instant, Gemini 3 Fast

Junior Professional

- ~73% GPQA
- ~73% SWE

F**Model**

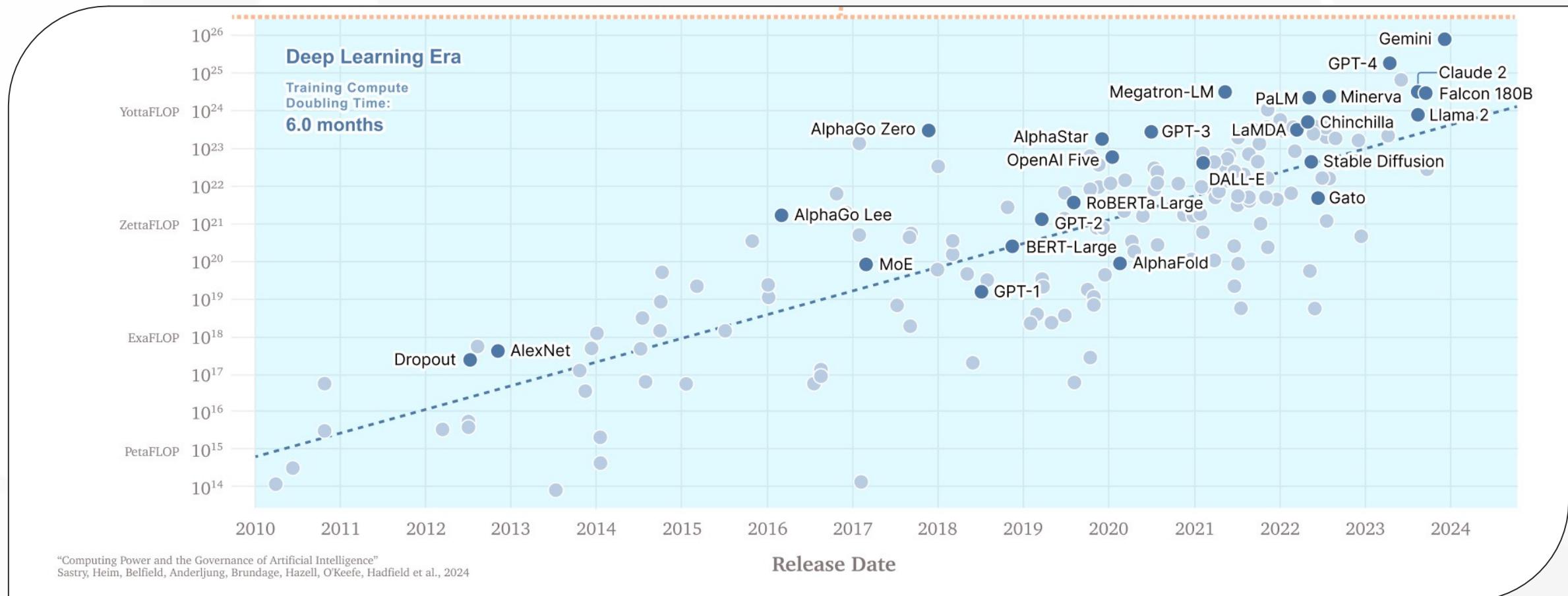
- GPT 4o, Sonnet 3

Intern

- ~53% GPQA
- ~22% SWE

GPQA: Graduate Level Reasoning | **SWE:** Coding Benchmark

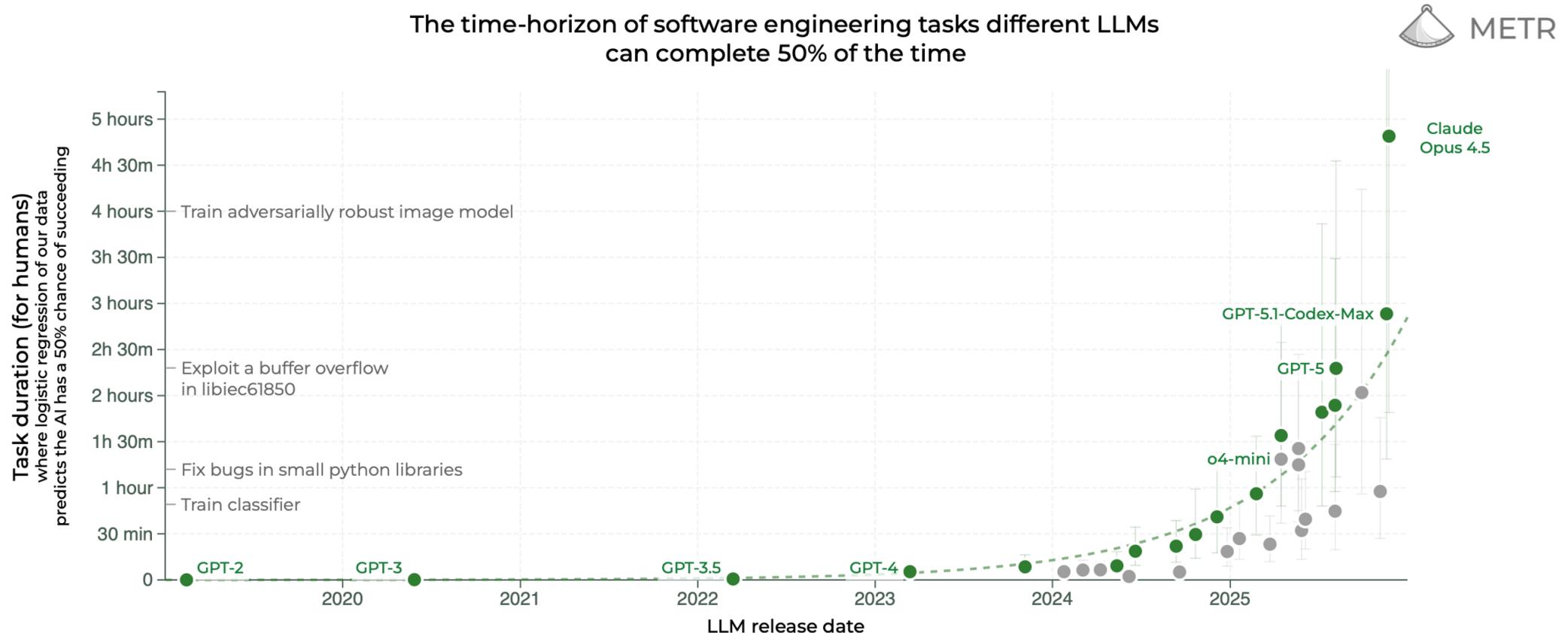
Model Selection Deeply Matters



Training Compute Doubling Time: 6.0 Months

Model Selection Deeply Matters

Measuring AI Ability to Complete Long Tasks



Personas, Skills, and Subagents

Personas

- Assign personas to generate customized perspectives
- "You are an innovative CBO"

Subagents

- Delegate specific tasks to specialized AI instances
- "Research this topic in separate context, then summarize findings"

Skills

- Teach AI specific workflows, formats, or domain knowledge
- "Follow our risk management documentation style"

Integrations and MCPs

- Connect AI to external tools and data sources
- "Check our Sharepoint for the latest policy template"

Current Capabilities

1. Text Chat
2. File and Document Creation
3. Deep Research
4. Voice Mode
5. Live Video and Screen Sharing
6. Image Creation
7. Video Creation
8. Autonomous Browser Control
9. Memory and Personalization
10. Document and Image Analysis
11. Code Execution and Data Analysis
12. Projects
13. Artifacts
14. Audio Generation

FRONTIER MODELS



Anthropic Claude Opus 4.5

Claude.ai



OpenAI ChatGPT GPT 5.2 Pro

ChatGPT



Gemini Google Gemini 3 Pro

Gemini

NotebookLM

Easy (and Favorite) Use Cases

PROJECTS

1. Track my macros against this nutrition plan from my fitness coach.
2. Plan out our next family trip with full pricing and plot destinations on a map.
3. Help me pick out a ripe pineapple.

VOICE

4. Help me rehearse for my conference presentation while driving to it.

VOICE

5. Explain this [complex topic] to me simply.

DEEP RESEARCH

6. Conduct Deep Research on this topic and provide a detailed analysis.

AGENT MODE

7. Find the best price for Prime Rib near Rancho Cucamonga, CA this week.

IMAGE GEN

8. Turn these dads into S'mores for my daughter's birthday party.

Chat

9. Summarize key points from best-selling books and build systems to utilize.

NotebookLM

10. Add a long YouTube video, research paper, etc and ask pointed questions.

Identifying and Managing AI Risk

Area of Risk	Likelihood	Impact	Action
Utilizing Hallucinated Data	High	Critical	Policy and training for content ownership
Workshop	High	Moderate	Policy, training, and culture for way of working
Working Dual Jobs	Moderate	Low	Clear policy and manager training
Always On Recording	High (*)	High	Outlaw, if you can, or highly limit
PRA: Organizational Use	High	High	Training for PRA awareness
PRA: Data Analysis	High	Moderate	Stress test PRA submissions for risk
Mental Health Issues	High	High	Consistent training, monitoring, & communication
Personal Health Information	High	Moderate	Consistent training, monitoring, & communication
Homegrown Apps	Moderate	Moderate	Clear policy and governance pipelines
Staff Developed Apps	Moderate	Moderate	Clear policy and governance pipelines
Deepfake Audio, Video, and Docs	High	High	Establish verification procedures

Note: These apply whether you formally adopt GenAI or not

Consider: Running AI Risk Tabletop Exercises.

Our Best Advice

- 1 Overcommunicate, train extensively, and set clear policy
- 2 Leaders should model and display mature AI habits
- 3 Maximize all available privacy settings
- 4 Develop a center of excellence (COE) and identify internal change agents
- 5 Start on paper: Write out what you are trying to accomplish
- 6 Actively utilize, experiment, and test boundaries
- 7 Stay current on latest releases and news
- 8 Focus on the potential, not the limitations
- 9 Focus on amplification and growth more than efficiency
- 10 Communicate hope and opportunity

Questions?



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Thank You.



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