EXPERIMENT

How might we design work where AI helps us see talent beyond the pattern without diminishing human agency and judgement?

KEEP IN MIND

LIMIT SCOPE Think first step, not a finished solution. Doable in 30 days.
GATHER INSIGHTS What should we understand? Evaluate and follow up.
REFLECT ON LEARNINGS Keep, modify or revert?

1. OUR EXPERIMENT *(in one sentence)* We would like to test ..... ***(concrete)*** in order to ..... ***(value)***

2. WHAT WILL WE ACTUALLY DO? What will we test, where will this happen and when will we start? What part does AI play in it, and where does a person make the call?

3. WHO'S INVOLVED AND WHO'S AFFECTED? Who'll do it, who needs to say yes, and who should be involved from the beginning? Think managers, team members, unions, which skillsets and expertise etc.

4. WHAT COULD BECOME A BLOCKER?
What's competing for the same time and attention, and how can we handle it?

5. WHAT WILL WE LEARN FROM THIS, AND HOW TO CAPTURE WHAT'S HAPPENING? What are we curious about? What can we see and hear afterwards that we can't today, and when do we first notice it?

Koncept och upplägg framtaget av Sandra Domeij inför Co-Creation Labs på HR Dagarna 2026 (Sveriges HR Förening). Delar du vidare blir jag glad om namnet följer med. hello@sandradomeij.com · linkedin.com/in/sandradomeij