

# Let Your Team Lead

The last thing your people need is another training.

## 1 Host a Disco

A discovery conversation.

Block 30 minutes in your next team meeting. Not for a presentation. For a conversation. Ask three questions:

- How are you using AI right now — at work or on your own?
- What's working for you and what isn't?
- What do you wish you had access to or understood better?

This conversation is your map. Everything that follows depends on what you learn.

## 2 Pass the Mic

Like the Beastie Boys once said.

Find the person who knows the most and ask them to host 20 minutes at the next meeting. Not a formal presentation — just: show us one thing you've been doing that's interesting.

Then rotate. The skeptic hosts next. Then the person who tried something and it blew up. Everyone leads from where they are. Over time, the whole team has been at the front of the room.

Note the use of host, not lead.

## 3 Build a Practice, Not a Program

Programs end. Practices compound.

Set a recurring session — every two weeks is a good rhythm — built around one question: What did you try, what worked, and what broke?

No curriculum. No assigned reading. No outside facilitator. Just your team, learning from each other in real time.

The discovery conversation gives you a map. The rotating mic gives you energy. The recurring practice gives you compound interest.

### One more thing.

If this works, your team will start knowing more than you do. They'll solve things you didn't assign. Teach each other without asking permission.

**Your instinct will be to pull it back. Don't. This is success.**