

AI for Impact Lab

Experiment. Learn. Build confidence.

REDEFINE + SMALLIFY

Employment Social Enterprise Community
September 9, 2026 • 10:00 AM – 12:00 PM PT





Why We're Here

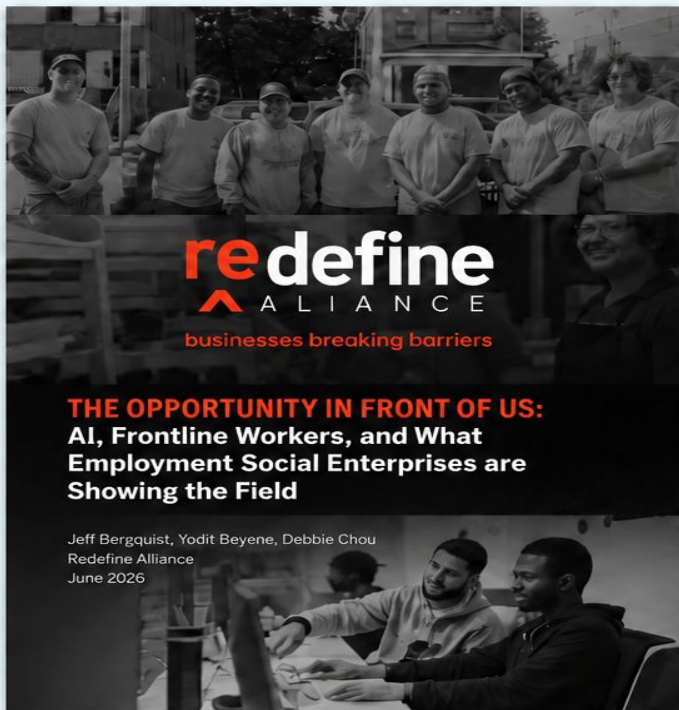


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Today is about getting on the court

Not becoming an AI expert. Not writing an AI strategy.



Understand AI enough to **engage**.



Actually **use** it on something relevant to your work.



Practice a simple Human + AI way of working.



Leave with something worth trying next.

Start before you're ready. Learn through experimentation.



AI for Impact Lab

Agenda

A hands-on session to experiment, learn and build confidence.

10:00 AM
Start



Welcome + Get Oriented

Why we're here (Redefine + SMALLIFY)



Pulse Checks + Touch AI Early

Reclaim 15 Minutes



Learn from the Field

Peer voices + Redefine perspective



Build Your AI Muscle

How to work with AI + the roles AI can play

11:00 AM
Break



Break



Experiment

Choose a real challenge + AI Sandbox



Learn Together

Peer Lab + harvest



Reflect + Take It Forward

Mirror pulse + next experiment

12:00 PM
Close



Recap + Close



After Party

Stay, connect, keep the conversation going

What's your bigger priority right now?

Opening pulse



A. For myself
(work better and save time)



B. For my ESE
(to build AI skills and use
across the organization)

Where are you right now?

Opening pulse question



1

I'm mostly watching from the sidelines.



2

I've tried AI, but I'm not yet confident.



3

I occasionally use AI and want to get better.



4

I experiment regularly and want to go further.

No right answer. We're starting from wherever we are.

Where Can AI Help



Choose Your AI Tool



AI Mode

Google



ChatGPT



Claude



Gemini



Microsoft Copilot



Perplexity



Canva



Midjourney

Reclaim 15 Minutes of Your Time

Open whatever AI tool you use — or have access to.

One thing I do repeatedly that takes more time than I wish it did is: [_____].

Give me three creative ways AI could help me spend 15 fewer minutes on it next time.

Need an idea? Quick reports • updates to my boss • grant proposals • meeting prep • scheduling • routine communications





Peer voices

Dane Worthington, Senior Director, AI Strategy



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Everyone who wants to work and
contribute to their community
should be able to.

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What's Happening with AI at Redefine?





**Chat in how you
and your organization
are using AI?**





How do I work with AI?

A simple rhythm to get better results.



CONTEXT

Give AI what it needs to understand your situation.

Example: Who's the audience? What's the goal? Any constraints?



QUESTION

Ask for what you need — including questions, alternatives, or a fresh angle.

Example: Give me 3 options for... or what questions should I be asking?



DISCERN

Look carefully at what you get.

What's useful? Generic? Wrong? Missing? What fits your context and values?



ITERATE

Tell it. Add context. Push back. Go deeper. Try another angle.

Example: That's helpful. Now make it shorter... or try a different approach.

The first response is the beginning, not the finish line.

Keep the conversation going to get to something that really works for you.



What do I want AI to do for me right now?

Choose the job that fits the moment. Switch when useful.



INTERN

Take a first pass.

Draft • suggest • organize

Example: Draft a first version of a funder update or staff email.



SEARCHER

Make sense of information.

Summarize • compare • find patterns

Example: Compare three workforce training approaches and summarize the tradeoffs.



THOUGHT PARTNER

Help me think.

Question • reframe • expand

Example: Help me think through why participant retention is dropping.



MIRROR

Challenge my thinking.

Missing perspectives • assumptions • harm

Example: What are we overlooking? Whose perspective might we be missing?



PROTOTYPE PARTNER

Make something testable.

Draft • pilot • workflow • rubric

Example: Create a rough draft of a grant proposal in response to an RFP from the funder.

You can change the relationship anytime.

Start with the role that fits you need — and switch as the conversation evolves.

Put It Together

Use this method for any opportunity.

1

Context

Give AI enough context to understand your real situation.

2

Question

Make a move.
Use a persona if it helps.

3

Discern

What's useful?
Generic? Wrong?
Missing?

4

Iterate

Refine, redirect,
challenge, or change
the relationship.

Choose Your AI Move

The personas are optional moves — not five required steps.

	If you want AI to...	Try...	A move you can make
	Take a first pass	Intern	"Draft / suggest / organize ____."
	Find or make sense of information	Searcher	"Compare / summarize / find patterns in ____."
	Help you think	Thought Partner	"Before answering, ask me 3 questions."
	Challenge your thinking	Mirror	"What am I overlooking? Whose perspective is missing?"
	Turn an idea into something testable	Prototype Partner	"Create a rough version / small experiment I can react to."

Let's put the method to work.

THE OPPORTUNITY:

Create a simple 5-point personal AI Use Policy that can guide how I use AI in my work.



Choose your challenge

Pick something you can actually experiment with today — not solve for your whole organization.



I — ME AS A LEADER

- Prepare for an important conversation, presentation, or decision
- Think through a challenge I'm stuck on (i.e. improve my AI fluency)
- Get time back from a recurring task (i.e. writing and synthesizing meeting notes)



WE — MY TEAM

- Help my team start experimenting with AI
- Improve a recurring team workflow (example: build synthesized report of participant outcomes for team meeting)
- Improve staff training, curriculum, or onboarding



IT — THE WORK

- Strengthen participant support
- Win or grow revenue
- Make an operational or program process better



5 MINUTE BREAK

Take a quick break, then come back ready to experiment with your challenge.

Your Turn

Pick a real challenge and try an AI move.

1

Context

Give AI enough context to understand your real situation.

2

Question

Make a move.
Use a persona if it helps.

3

Discern

What's useful?
Generic? Wrong?
Missing?

4

Iterate

Refine, redirect,
challenge, or change
the relationship.

SANDBOX: CHOOSE YOUR AI MOVE

Choose Your AI Move

If you want AI to...	Try...	A move you can make
Take a first pass	Intern	"Draft / suggest / organize ____."
Find or make sense of information	Searcher	"Compare / summarize / find patterns in ____."
Help you think	Thought Partner	"Before answering, ask me 3 questions."
Challenge your thinking	Mirror	"What am I overlooking? Whose perspective is missing?"
Turn an idea into something testable	Prototype Partner	"Create a rough version / small experiment I can react to."

**15 minutes**



Quick human check

Pause before you generate more.

USEFUL?

What would you keep?

GENERIC?

What needs more context?

WRONG?

What do you reject or correct?

MISSING?

What hasn't AI considered?

Would changing AI's role help?

Peer Lab: Share → Notice

Groups of 3 or 4. 2–3 minutes each.

1

Share

What were you working on?

- What were you working on?
- How did you use AI?
- What happened?



2

Notice

What did you see or hear that is WORTH TRYING yourself?

- What did you see or hear that is WORTH TRYING yourself?



Harvest: What did we discover?

Add yours to chat. We'll look for patterns across the room.

MY EXPERIMENT

What I worked on + what AI tool I used + what happened.



WORTH TRYING

Something from my group I want to try, adapt, or build on.



Where are you now?

Take a moment to reflect.



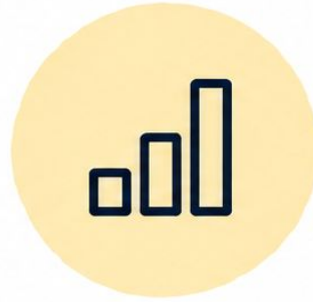
1

I feel more
aware of what's
possible with AI.



2

I've tried
something new
or have a next step.



3

I see value in AI
and want to
keep building.



4

I'm energized
to go further.

No right answer. We're further along, wherever we are.



Thank you.



Keep
exploring.



Try
something.



Build
on what works.



Go a little
further.

No right answer. We're further along, wherever we are.

