

**THE NEW
TALENT
PLAYBOOK**
Podcast

Action Kit

**What Business Owners
Cannot Afford to Get
Wrong About AI**

Featuring Bones Ijeoma

Episode 6 - Season 7

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In this episode, Bones Ijeoma, founder and CEO of Allsafe Intelligence and a two-time Inc. 5000 IT operator, shows leaders how to approach AI the right way: start with the business problem, not the tool; focus on the engine that is most constrained; use automation for repeatable, rule-based work; and keep humans in the loop for judgment, relationships, and exceptions. His message is practical and clear: **AI should improve an existing system, not replace leadership thinking.**

1. Start With the Business Constraint

Before you touch a tool, identify the biggest bottleneck in your business. Bones recommends looking at your acquisition, delivery, and support engines and asking: Which one breaks first if we double in size?

That is where AI and automation should begin, because the highest leverage comes from the hardest constraint.

Constraint Finder

My biggest business constraint right now is: _____

If we doubled in size in the next 12 months, the first thing to break would be:

The process I should improve first is: _____

Why this matters most: _____

2. Match the Right Work to the Right System

Automation is best for predictable workflows with the same input and same output every time. AI is best for work that needs reasoning, analysis, or flexible decision-making. The strongest results come when you lean on automation wherever possible and use AI only where judgment adds value.

Automation or AI?

For each task, mark the best fit.

Task	Right System		
	☐ Automation	☐ AI	☐ Human
	☐ Automation	☐ AI	☐ Human
	☐ Automation	☐ AI	☐ Human
	☐ Automation	☐ AI	☐ Human

What task should never be fully automated in your business?

3. Protect Judgment, Taste, and Relationships

.AI should not take over your thinking. Bones warns against outsourcing judgment to an AI model or letting an agent run unchecked until the final output is already wrong.

The goal is human-in-the-loop visibility so you can catch issues early and preserve quality, nuance, and trust.

Leadership Self-Check

Rate each statement from 1 (low) to 5 (high).

Statement	Rating
I review AI output before it reaches a customer.	
I protect the parts of our work that require judgment.	
I know where AI should stop and a human should step in.	

The weakest score above is: _____

One safeguard I will add is: _____

4. Build a System, Not a Stunt

AI works best when it improves a system you already understand. Bones shared how his team started with sales because it was the biggest constraint, then moved to onboarding and SOPs after the first workflow worked. That progression earned the right to automate by proving value step by step.

Your First AI Pilot

Fill in the blanks to define a safe pilot.

Current process: _____

Smallest useful improvement: _____

How we will measure success: _____

Who will review the output: _____

What we will learn before scaling: _____

5. Use AI as a Thought Partner

When used well, AI can challenge your thinking instead of simply agreeing with it. Bones recommends giving AI distinct personas, such as a contrarian, a blue-sky thinker, or a CEO lens, so you can pressure-test ideas from multiple angles. That turns AI from a shortcut into a better decision-making partner.

Question-Storm Exercise

Write the strategy question you need help with: _____

Three questions AI should ask me before I decide:

1. _____

2. _____

3. _____

The perspective I need most is: _____

"Just because you can do it doesn't mean you should."

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