

**THE NEW  
TALENT  
PLAYBOOK**  
*Podcast*

**Action Kit**

**The State of AI for  
Business Report:  
4 Takeaways Every  
Owner Should Know**

Featuring Rob Levin

**Episode 5 - Season 6**

By Rob Levin, Creator of [Thenewtalentplaybookpodcast.com](https://thenewtalentplaybookpodcast.com)  
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In this episode, Rob Levin claims that AI is no longer a side project or a tech trend; it is the operating shift that will separate growing businesses from those that fall behind. His message is practical: start with your own adoption, build workflows that let AI do the work it can do best, train your team to use it confidently, and create a culture that recognizes experimentation and learning.

## **1. Start with You: Become the First AI User on Your Team**

Rob's first point is clear: AI adoption starts with leadership. Before you ask your team to change, you need to understand the tools, build a few workflows, and experience what AI can actually take off your plate.

### **Your AI Leadership Audit**

Rate yourself honestly (1 = Not yet, 5 = Consistently):

<b>Statement</b>	<b>Rating</b>
I use AI as a thought partner for real business decisions.	
I have built at least one workflow that saves me time.	
I have taken a course or training session on AI.	
I can explain to my team where AI helps and where humans still matter.	

My lowest score is: \_\_\_\_\_

## **2. Build Workflows, Not Just Prompts**

The episode emphasizes a major shift: businesses will win by using AI to handle repeatable work, leaving humans to focus on judgment, creativity, and relationship-driven decisions. The goal is not random tool use; it is structured workflows.

### **Workflow Mapping Exercise**

Choose one recurring process in your business and break it down:

- Step 1 that AI could help with: \_\_\_\_\_
- Step 2 that AI could help with: \_\_\_\_\_
- Step 3 that a human should keep: \_\_\_\_\_
- What would improve if this process were 50% faster? \_\_\_\_\_
- What is one task you should stop doing manually? \_\_\_\_\_

### 3. Train the Team and Reduce the Fear Factor

Rob highlights that the biggest barriers are usually not technical, they are lack of training, lack of understanding, lack of time, and mistrust. The fix is to make learning normal, practical, and visible across the organization.

#### Team Readiness Scorecard

Rate your team (1 = Rarely, 5 = Consistently):

Statement	Rating
People have time to learn AI tools.	
Training is available and easy to access.	
Leaders model AI use openly.	
Team members feel safe experimenting.	
We talk about mistakes as learning moments.	

Which score is lowest?

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What one training ritual will you launch this quarter?

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### 4. Recognize Progress and Make AI Part of the Culture

One of Rob's strongest recommendations is to celebrate progress. Recognition turns experimentation into momentum, while show-and-tell moments help the team learn from one another and build confidence together.

#### AI Recognition Plan

Fill in the blanks:

- The first person I want to spotlight for AI progress is: \_\_\_\_\_
  - The behavior I want to recognize is: \_\_\_\_\_
  - The format I will use (meeting, Slack, lunch & learn, etc.): \_\_\_\_\_
  - When will I start? \_\_\_\_\_
  - How will I make recognition public and specific? \_\_\_\_\_
-

## 5. Draw the Line Between Human Work and AI Work

Rob closes with a practical lens: humans should focus on the work that requires judgment, experience, and relationship intelligence. Everything else should be redesigned so AI can support, streamline, or automate it.

### Human vs. AI Decision Table

For each area below, decide who should own it:

<b>Task</b>	<b>Responsible</b>
Routine data entry	
Drafting first versions	
Customer relationship judgment	
Approving exceptions or edge cases	

What should never be handed off completely to AI in your business? \_\_\_\_\_

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"You have to start first, you have to take that dive into the cold water. Nothing bad's gonna happen. You're not going to drown. Nothing's gonna blow up."

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