

Drive AI Adoption *In Your Team*

A free live session by Luminary

What We'll Cover

01 What AI Native Teams Do Differently

02 How AI Native Are You?

03 How Adoption Actually Spreads

04 Setting The Bar

01



What AI Native Teams Do Differently

What Changes When You Are AI Native?

TEAM	THEN	NOW
 Leadership	Strategic reviews are lengthy, run on outdated or inaccurate data, and consume significant bandwidth	→ Agents build data pipelines & custom dashboards Analysts do deep dives and leadership updates
 Finance	Month-end close takes weeks of manual reconciliation, document chasing and spreadsheet fixes	→ Agents reconcile continuously and flag anomalies Finance teams drive strategy & forecasting
 Operations	Teams constantly chasing stock levels, purchase orders and status updates across emails and spreadsheets	→ Agents track inventory and automate procurement Humans focus on customer handling & efficiency
 Sales	Sales reps lose much of their week to research, notes and proposals	→ Agents automate prep and proposal creation Sales reps manage relationships and close deals
 Talent	Company knowledge sits with a few veterans and leaves with them; training is time-consuming and expensive	→ Agents create skills and maintain knowledge bases Talent teams focus on coaching and development

Some Companies Have Made Serious Progress



3 hours saved per employee every week
using AI



100% of the team use AI daily, up from
63%



Supply-chain planning cut from 10 days
to under 2.5



18-month code migration finished in 6
weeks



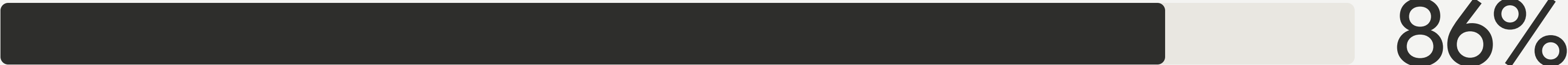
150,000 employees use its in-house AI
tool weekly



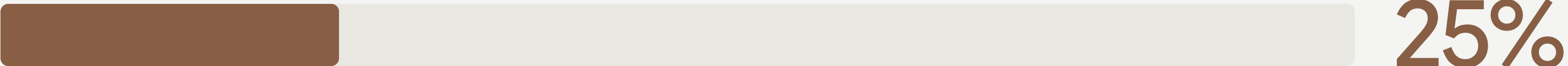
AI tools free up 100,000 developer hours
a week

But Many More Are Still Stuck

CEOs who say their people are ready for AI



Employees who use AI regularly in their work



Source: IBM CEO Study 2026

FOR THE ROOM

“Rate your own team's AI adoption out of 10.
Compare it to how you rate yourself”

02

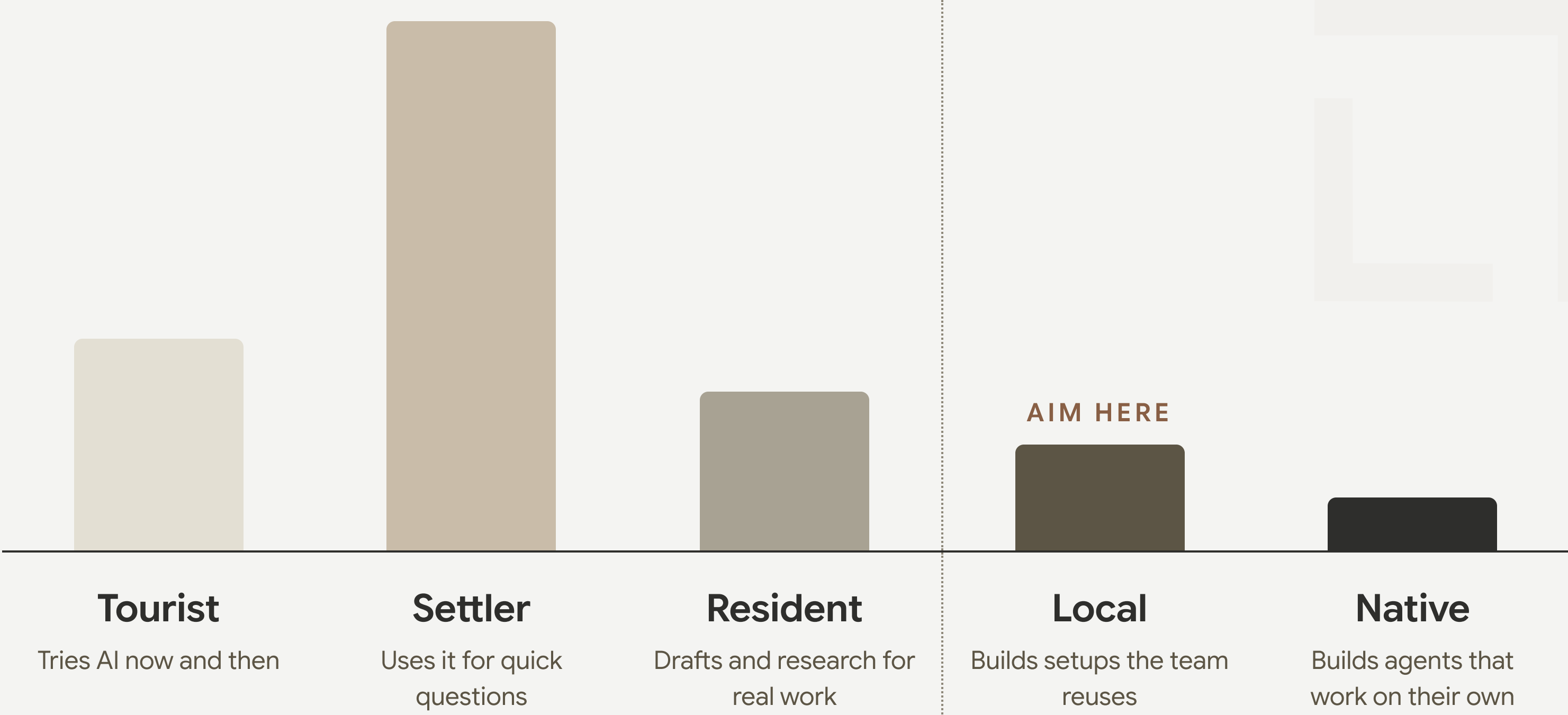


How AI Native Are You?

Take The Assessment

theluminary.ai/assessment

You Probably Have A Settler Problem



Source: Luminary AI fluency assessment data

FOR THE ROOM

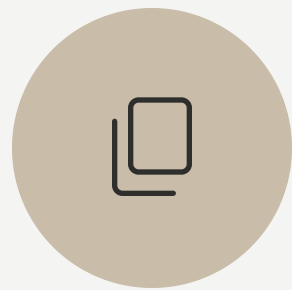
“Have your entire team take the assessment and plot their results. Repeat it every 3 months.”

03

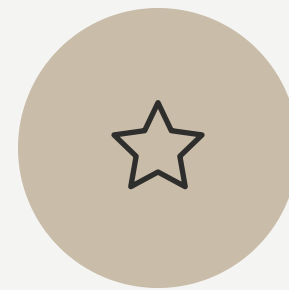


How Adoption Actually Spreads

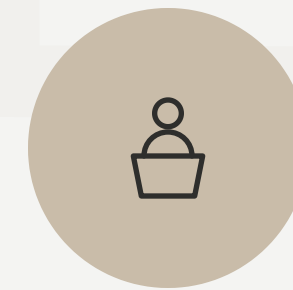
What Makes It Spread



**Best workflows become
everyone's default**



**Champions get time and
credit**



**Leaders go first
In public**

FOR THE ROOM

What if the way your best person does a task
became the way everyone does it?

Skills.

A Skill Is An SOP That AI Follows Every Time

	PROMPT		SKILL
Lives	In one person's chat	→	In a shared place the whole team opens
Output	Different every time	→	The same standard every time
Who benefits	Whoever wrote it	→	Everyone on the team, from day one

EXAMPLES

**/brand-review**
Review content against your brand voice, style guide, and messaging pillars, flagging deviations by severity with specific before/after fix...

**/campaign-plan**
Generate a full campaign brief with objectives, audience, messaging, channel strategy, content calendar, and success metrics. Use when ...

How Ramp Used Skills To Get AI-Pilled



THE PROBLEM

99% of Ramp's people had AI tools. Most were still stuck at the basics.



WHAT THEY DID

- 01 Onboarded everyone: one login wires AI into every company tool
- 02 Power users built 350+ reusable skills for the whole company
- 03 A guide recommends the 5 skills that matter on day one



THE RESULT

Anyone can now use AI as well as Ramp's best person at it.

Anatomy Of A Skill

weekly-pipeline-review / SKILL.md	
name: weekly-pipeline-review description: Summarise this week's sales pipeline for the Monday team meeting. Use when I say "pipeline review".	The job What it does and when to use it
Inputs: the CRM export, last week's notes	Inputs What you give it
1. Flag deals that moved or stalled 2. List the 3 deals that need a decision 3. One-paragraph summary up top	Steps How to do it in order
Example: last month's best review (attached)	What good looks like One real example
Before sending: check every number against the export	Checks What to verify before it goes out

Share It With Your Team



Share directly

Skills → ⋮ → Share.
Your updates sync to them.

TEAM AND ENTERPRISE

Publish to your company

“Publish to org” adds it to the
company library.

TEAM AND ENTERPRISE

Send the file

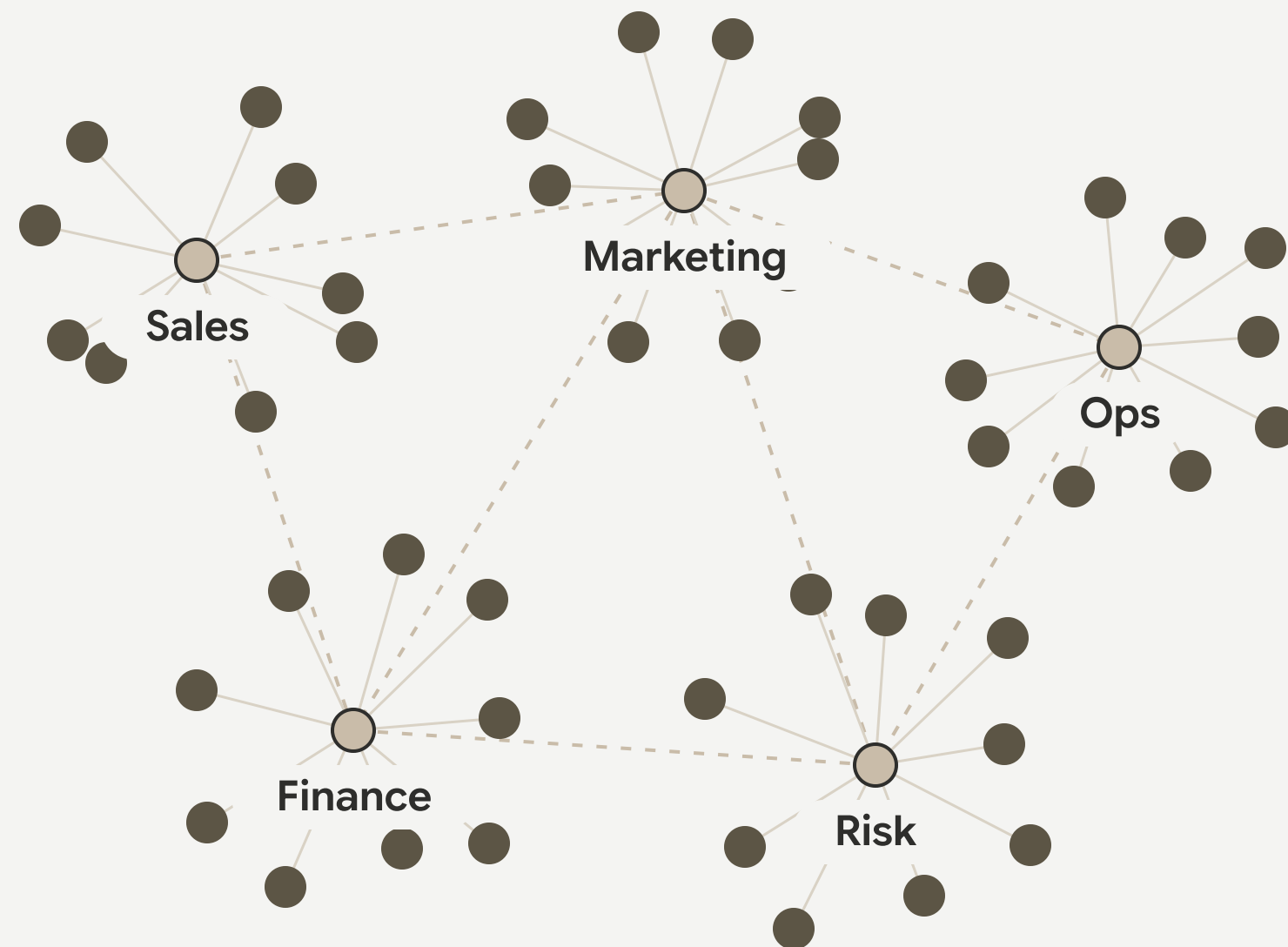
Download the .zip. Anyone can
upload it in Customize --> Skills.

ANY PLAN, ACROSS MODELS

START USING SKILLS

"I want to turn a task I do repeatedly into a reusable AI skill. Interview me one question at a time: what the task is and who it's for, what inputs I usually start with, the steps I follow, what a great result looks like (ask me for a real example), and what I check before it goes out. Then write the skill as a SKILL.md file in a folder named after the skill, zip the folder, and give me the .zip to download so I can upload it to my skills or send it to my team. Finally, suggest three other tasks from my work that would make good skills"

How BBVA Built A Network Of AI Champions



~750 AI wizards: regular employees across the bank

They spot new uses, share what works, and help their teams adopt it

Over half of staff use AI weekly, saving ~3 hours each

Source: "BBVA drives AI adoption through talent", April 2026

Leaders Should Be The First AI Champions



“Reflexive AI usage is now a baseline expectation at Shopify.”

A year later: “It’s made a tremendous difference inside of Shopify since then... Saying the thing matters.”

Tobi Lütke, Founder & CEO, Shopify

People are twice as likely to use AI every week when their manager backs it.

Gallup, 2025

When leaders get behind it, the share of people who feel good about AI goes from 15% to 55%.

BCG, 2025

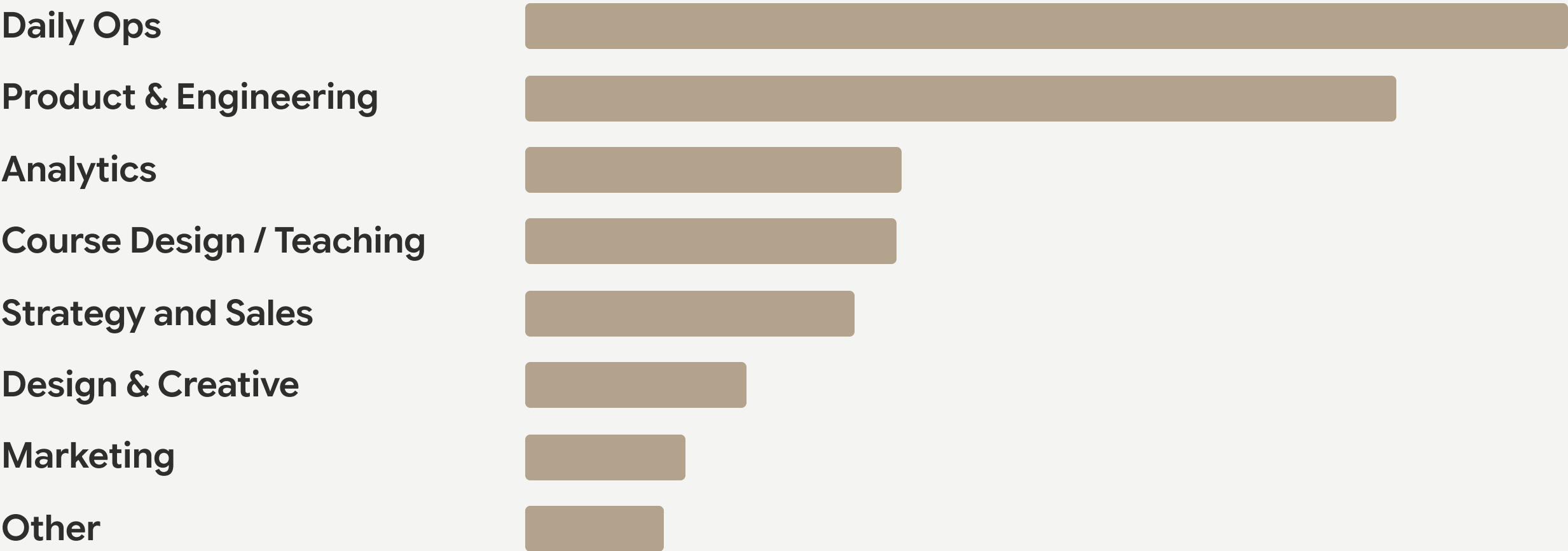
My Last Month With AI

167 hrs
of agent work

3,006
my messages

29,414
agent actions

Where the work went



Agents For Superproductivity

A 4-week cohort course for founders & senior operators who want to become AI champions in their organisation.

01 **First Principles: The AI Mindset You Need in 2026**

What an agent really is, and how to set one up properly.

02 **Context & Memory: Agents That Know You**

Bad models don't kill agents; bad context does.

03 **Superpowers: Tools, Artifacts & Skills**

Give your agent hands, shareable outputs, and your way of working.

04 **Superproductivity: Agents That Work While You Sleep**

Agents that run on a schedule and split the work across subagents.

◆ Covered by the Luminary Promise (full refund at any point, no questions asked)

Cohort 2

★ Top Rated

11 days left

Agents For Superproductivity

Run your work with a fleet of AI agents. Design bulletproof systems that dramatically increase the depth, quality, and breadth of what you produce. Take on what used to be impossible, then teach your team how to do it too.



Led by Akhil Raj Gupta

 [Download course brochure \(PDF\)](#)

OUR ALUMNI COME FROM

airbnb

Uber

BCG

EY

strategy&

SAMSUNG

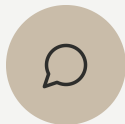
bp

Nov 01 – Nov 29 ~6 hrs / week

“If you’re a founder who’s serious about AI, this is the course to take.”



Pulkit Chhabra, Nuvr AI



Two 1:1s with Akhil

Worth \$1,000, on your own workflows



3 bonus modules

Including AI-native org design



Every session recorded

With lifetime access



Community & Alumni Network

Questions and project help, always on

Who You'll Work With

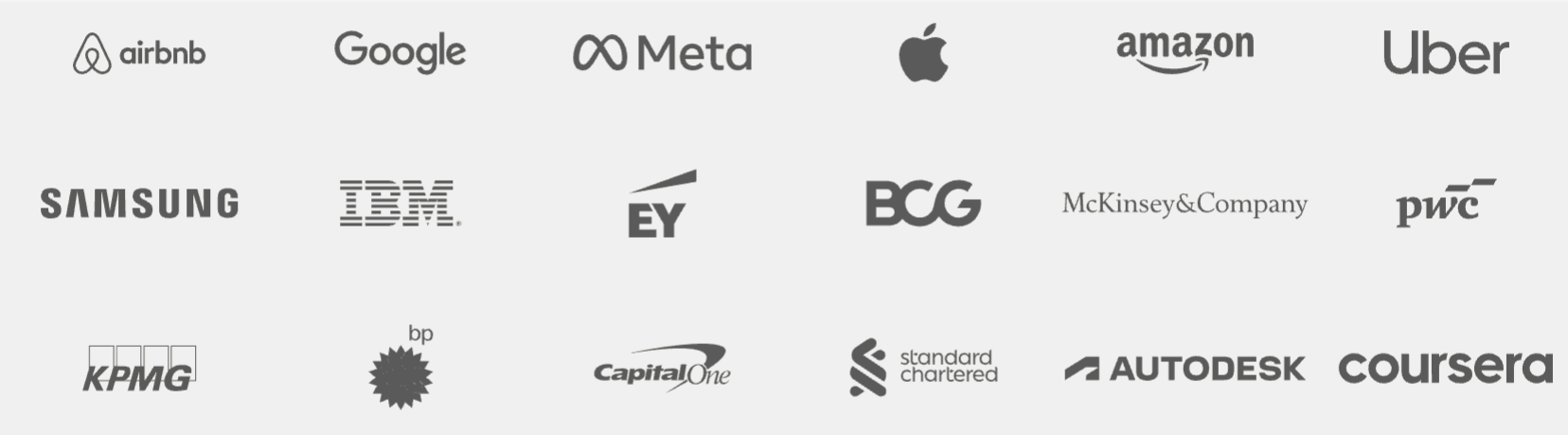


Akhil Raj Gupta

Founder, Luminary

- Ex-Airbnb AI product & strategy leader (based in SF)
- Built multiple agentic systems for CX, commercial policy, and ops
- Exec advisor to C-suite leaders on AI strategy & transformation

WE'VE WORKED WITH LEADERS FROM



“Akhil did an absolutely fantastic job in that he opened our eyes to the art of the possible with AI agents and sub-agents. The hands on working sessions were the highlight ... he held our hand building agents and sub agents to do real world work.”



Sharat Shankar

Ex-CRO, Corpay (S&P 500)

“Akhil has done a wonderful job of explaining the basic fundamentals of how Generative AI works, and then taking us through the journey of practical application ... What began with a simple chat with Claude, ultimately allowed me to orchestrate multiple agents at the same time.”



Rituraj Chaturmohta

Country Head, Uber

04



Setting The Bar

Hire (Very) Differently

EXAMPLE TAKE-HOME FOR A GROWTH LEAD ROLE

Build a dashboard of our top 10 competitors' pricing and positioning, and recommend where we should move.	Too much to finish without intensive AI usage
You have 48 hours. Use any AI tools you like.	Encouraged openly, and made a core expectation
Send the dashboard, a one-page recommendation, and your full chat transcript.	Shows you how they direct and steer agents
In the follow-up, walk us through the calls you made and why.	Shows how much thinking is theirs and how much is slop

Write Your AI Standard

Help me write a one-page AI standard for my team. Ask me one question at a time: what my team does, which KPIs we're measured on, where we are with AI today, and which tasks take up the most time. Then write the standard: our goal for the next 30 days, the metrics we'll track (tied to our KPIs, not usage), the question I'll ask in every review, one rule on quality and one on data, and a take-home case study I can give candidates for our next hire. Keep it to one page, in plain language.

Recap

QUESTION		INSIGHT		ACTION
01	What AI Native Teams Do Differently	They build systems the whole team uses, not one-off prompts	→	Pick one weekly workflow to rebuild with AI
02	How AI Native Are You?	Most teams have a Settler problem	→	Take the AI fluency assessment, then send it to your team
03	How Adoption Actually Spreads	Skills turn one person's workflow into everyone's default	→	Turn one task into a skill and share it with three teammates
04	Setting The Bar	Hire for it, and write the bar down	→	Write your AI standard with the prompt

Questions?



Agents For Superproductivity