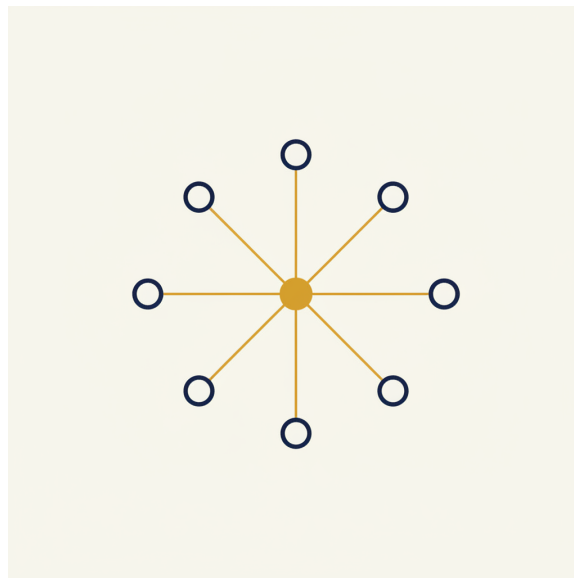




TIER 3 - EMPLOYABLE * V1.0 -- MAY 2026

THE AI-FLUENT LEADER PATTERN

The teach-don't-do pattern. When to push back on hype. The leadership posture that scales. The capstone of Tier 3 -- what it looks like to be the AI-fluent person on the team in a way that compounds for the whole team, not just you.



BY

Alex Jahn / Agent Logic

v1.0 -- May 2026

The person who's now the AI-fluent one on the team -- and finding that being the go-to person creates its own bottleneck. How to advise, teach, and lead on AI without becoming the single point of failure.

15-20 minutes

Free. Forever.

EDITION

AUDIENCE

READ TIME

COST

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SECTION 1

The bottleneck problem

Being the go-to person isn't free

You finished the curriculum. You can use AI well. You've built things. The team comes to you with AI questions. Your boss comes to you with AI strategy questions. You're the AI-fluent one.

Three months later, the pattern bites you. Every AI question routes to you. Every new tool decision waits on your review. Every team member who hits a wall in their AI use comes to you. You can't get your own work done because you're answering AI questions all day.

This is the AI-fluent bottleneck. It's the natural result of being early and capable -- and it limits the whole team's AI growth because they're learning by asking you, not by developing their own capability. The fix isn't to know less; it's to lead differently.

This module is that pattern. The teach-don't-do approach. The leadership posture that turns the AI fluency you've built into something that compounds across the team instead of clustering in you.

What you'll have by page 12

By the end of this primer:

- The way that builds their capability instead of yours.
- The
- The latest shiny thing.
- The
- The

teach-don't-do

5 anti-patterns

push-back

handoff pattern

honest leadership

The AI fluency you built compounds for the team only if you teach it forward. Hoarding it makes you the bottleneck. Hoarding feels like leadership; it isn't.

SECTION 2

The teach-don't-do framework

When someone brings you a question

The default move when a teammate brings you an AI question is to answer it. "Try this prompt." "Use this model." "Here's the workflow." Five minutes; problem solved.

That's the bottleneck-forming move. They got the answer; they didn't get the skill. Next time the same kind of question comes up, they come back to you.

The teach-don't-do alternative:

The teach-don't-do response:

When a teammate asks "how do I do X with AI?", instead of just answering, respond with:

1. **The principle behind the answer** -- "The pattern here is the two-pass rule from [primer]. AI for structure, you for verification."
2. **The specific answer for THIS case** -- actually solve their problem.
3. **What to look for next time** -- "When you hit a similar question -- anything where you're about to act on AI's specific numbers -- that's the trigger for the two-pass pattern."
4. **The primer/module reference** -- "Module T1-10 covers this in detail; if you want to internalize the framework, that's the read."

Takes 8 minutes instead of 5. Builds their capability instead of just solving their immediate problem. Three months in, they stop coming to you for that category of question.

The compound effect

If you have 5 teammates and you teach-don't-do consistently, after 6 months they all handle the foundational AI questions themselves. The questions that DO route to you are the harder, more interesting ones. Your bottleneck shrinks; their capability grows; the team gets better.

If you just answer questions for 6 months, the bottleneck grows. They depend on you more. The team capability concentrates in you. When you take a vacation, AI usage stalls.

SECTION 3

The 5 anti-patterns of being the team AI expert

What "AI expert" looks like wrong

The 5 anti-patterns:

- 1. The "I'll just do it" trap.** Teammate asks how to do X. It's quicker for YOU to just do X. You do it. Repeat 50 times. You're now stuck doing everyone's AI work.
- 2. The hype amplifier.** Leadership reads about a new AI thing. They ask you. You enthusiastically validate. Now leadership trusts you to be the hype filter -- and you're not filtering, you're amplifying.
- 3. The bottleneck-by-quality.** You insist on personally reviewing every AI workflow before it ships. Everything queues on your review. The team can't move without you.
- 4. The "I'll just build it" reflex.** A teammate has an AI idea. You build it for them. They don't learn the build. Next time they have an idea, they bring it to you again.
- 5. The keeper-of-secrets.** You know which prompts work, which tools to use, which patterns matter. You don't document them. The team can't access the knowledge without going through you.

Each anti-pattern feels productive in the moment ("I'm being helpful"). Each one concentrates capability in you. The fixes are the obvious mirror-images: teach instead of do, push back on hype, document what works, build with the team instead of for them, write the playbooks down.

SECTION 4

Pushing back on hype

Your most valuable contribution

The AI conversation is full of hype. Vendors hype their tools. Leadership reads thought-leadership articles about transformative AI. New capabilities get announced weekly and each one is positioned as the next big thing.

Your job as the AI-fluent person is partly to be the hype filter. Not to be the doomer who says no to

everything -- but to be the honest evaluator who can say:

- "That's real, and here's the use case where it'd help us."
- "That's overhyped -- the actual capability is X, not what the demo suggests."
- "That works for big enterprises, but not at our scale."
- "That's not actually new -- it's a rebrand of [thing] from 2024."

The discipline: every time leadership or a teammate brings you the next "transformative" AI thing, your job is the honest answer. Not the safe one, not the validating one.

The honest-answer matrix:

| You're asked about | The honest answer pattern | |---|---| | New model launch | "X% improvement on benchmark Y. Real-world impact for us: [specific or 'minimal']" | | New AI tool | "The real differentiator vs [existing tool] is X. For our use case, that [matters / doesn't matter]" | | New AI paradigm | "It's a real shift / it's a rebrand. Our adoption path is [specific / wait]" | | "Should we be doing X?" | "Yes, and the first step is Y / Not yet, because Z" |

The teams whose AI-fluent leader is honest about hype make better decisions over the long term. The teams whose leader validates everything to seem on top of it make worse decisions but feel more cutting-edge.

SECTION 5

The handoff pattern

Moving capability out of you

Your goal as the AI-fluent leader isn't to be irreplaceable. It's to make AI capability replaceable -- so the team has it whether or not you're there.

The pattern:

The handoff pattern (over 6-12 months):

Phase 1 -- Document. Every AI workflow you've built, every prompt that works, every pattern you've internalized -- write it down. Not in a way that's impressive; in a way that's followable. The locked-template approach from T2-11 (SOP Writing) applies here.

Phase 2 -- Pair. Next time you'd build something AI-related, do it WITH a teammate, not for them. They drive; you advise. They make the mistakes; you point at them. Slower than doing it yourself; necessary for the handoff.

Phase 3 -- Reverse. Now the teammate builds the AI workflow; you review the output. The level of effort moves from yours to theirs.

Phase 4 -- Step back. They handle similar workflows independently. You're consulted on the hard new ones, not the routine maintenance.

The full handoff for a given workflow takes 3-6 months. The benefit is the team has it forever after. You'd otherwise be the single point of failure on that workflow forever.

SECTION 6

The honest limit

Three patterns that make the AI-fluent leader role unsustainable:

- **Trying to know everything.** The AI space moves too fast for any one person to track it all. Pick the areas that matter for your team and go deep there; ignore the rest with peace.
- **Trying to vet every team member's AI use individually.** Doesn't scale. The leadership pattern is to set the principles + the boundaries + the patterns -- then let team members operate within them.
- **Becoming the "AI person" identity.** When AI literacy is the new normal across the team, the role disappears. That's the goal. Don't cling to it.

Within those limits, the AI-fluent leader role is one of the highest-impact positions a working professional can take on. The fluency you've built across the 17 modules of Tier 3 is rare AND valuable. Leading it forward -- instead of hoarding it -- is what turns personal fluency into team capability.

SECTION 7

You finished Tier 3 -- and the curriculum

You finished Tier 3 -- module 18 of 18. The full Agent Logic training curriculum is now complete:

- **Tier 1: Personal** (18 modules) -- Use AI well in your own life
- **Tier 2: Professional** (18 modules) -- Use AI well at your job
- **Tier 3: Employable** (18 modules) -- Be the AI-fluent person on the team

54 modules total. The complete progression from "what is an LLM" to "how to lead AI capability across a team."

What's next:

- **Live the curriculum.** The reading was the easy part. The compounding happens when you actually apply Tier 1 to your week, Tier 2 to your job, Tier 3 to your leadership.
- **Teach what you learned.** Apply the handoff pattern. Anyone on your team who's earlier in their AI journey benefits from what you now know.
- **Stay current.** The curriculum captures patterns that should hold for years. The specific tools and models will change. Update mentally; stay grounded in the patterns.

The Agent Logic cohort program (planned late 2026) is the in-person extension -- for working professionals who want the curriculum installed across a team with hands-on facilitation, not just self-study. If that's the version you want, the waitlist is on the training page.

Stay on the list: theaiguywi.com/training

The cohort program announcement when it drops. No drip. No spam.

If you want the entire curriculum installed across a specific team you lead -- the 54-module toolkit trained in once, with the leadership pattern in place -- that's the consulting offer.

Reach out: alexanderjahn79@icloud.com

A short call. Honest scope.

Closing -- the lock-in line

The AI fluency you've built compounds for the team only if you teach it forward. The bottleneck problem isn't a sign of success; it's a signal that the next phase is leadership, not personal practice. Teach-don't-do. Push back on hype. Document what works. Hand off systematically.

You're past the "I'm learning AI" stage. You're at the "I'm helping others learn AI" stage. That's the

leverage.

54

Fifty-four modules.

The complete personal -> professional -> employable progression. You did it. The harder part now is the application: living it day-to-day, teaching it forward, leading without bottlenecking.

Onward.

-- Alex

Agent Logic --

Lac, WI. This is module 18 of 18 in Tier 3 (Employable). The curriculum is now complete.

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theaiguyn