

Impact Lab

A half-day AI program from Harness Intelligence and The Wiseman Group

Inside Impact Lab you'll find:

- Three 90-minute working sprints
- Three AI tools you build and keep
- The Wiseman Group's *9 Pressures & Permissions* card deck
- *Opportunity Goggles* — a tactile reframe
- *Think Sheets & participant prompt cards* (QR access)
- AI-as-facilitator: AI becomes your ongoing learning guide

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Hi
Harness
Intelligence

*"AI disruption isn't the threat. It's the moment **Impact Players** are built. We just have to provide the opportunity to learn, apply, and build the confidence to act."* — **Harness Intelligence leadership team**

"I went in skeptical of one more workshop. I left with three working AI tools and a different way of seeing my job."

Harness Intelligence + The Wiseman Group, delivered with Advantage Performance Group. For more information, **talk to your Advantage partner:** contact@advantageperformance.com

Where AI disruption becomes your edge

AI disruption isn't coming — it's here. Every role is shifting. And while organizations have invested heavily in AI platforms, the reality on the ground is stark: Most employees are using their new AI tools in superficial ways, if at all. They don't need more technical training, they need cycles of building real things, and a vision for how they can become superheroes in their jobs.

Waves of change like this are messy. Roles become unclear. Problems don't come with instructions or even clear boundaries. The targets keep moving. Sound familiar? These are exactly the conditions Liz Wiseman identified in her bestseller *Impact Players* — the five everyday challenges where some professionals don't just survive, they step up and do the work that's actually needed.

What if AI disruption is exactly where *Impact Players* are built?

That's the premise of *Impact Lab*. In one half-day session, participants use their own AI platform to begin implementing Wiseman's principles into their real work — building practical AI tools that turn *Impact Player* practices into daily habits. Not a demo of the latest AI features. Not a new leadership theory. A working session where people leave with tools they built, a sharper lens on their real job, and the confidence to lean into disruption instead of bracing against it.



What you'll gain:

- **Clarity** — See your real job (not your job description) and lead with it.
- **Courage** — Name the pressures that hold you back; build team permissions that free you.
- **Flow** — Finish stronger, lighten others' loads, and make AI part of how you work.
- **Three working AI tools** — *Maximizer*, *Finisher*, *Lightmaker*. Built by you on your platform, ready to use tomorrow.
- **A new lens** — Impact as a mode of working you can step into, not a type you either are or aren't.

How it works (3 sprints):

1. **The Real Job** — Use the Wiseman framework to cut through the noise and name what your job actually needs right now. Then build your first AI tool, *The Maximizer*, — a thought partner that helps you find the real job in any situation.
2. **Leading & Landing** — Surface the 9 common pressures that keep good people stuck in contributor mode; create team permissions that counter them. Build your second AI tool, *The Finisher*, using a scaffolded prompt framework — moving from guided to independent.
3. **The Dance** — Practice the smallest sentence with the biggest leverage: "Would it help if I...?" Build your third AI tool, *The Lightmaker*, from scratch — a personal instrument that makes work lighter for someone else.

Impact Lab is delivered live — in-person or virtual — in roughly 3.5 hours. Built for every professional at every level. Bring your real work; leave with three AI tools, a sharper lens, and the practices that turn disruption into your edge.