



A SOLUTION BRIEF FOR HR & L&D LEADERS

Adopt an AI culture. Cascade it through your *Champions*.

A behaviour-change programme that turns AI curiosity into everyday capability. Built for Mauritius teams.

PRESENTED BY

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focusu.com/mu · HRDC-approved partner



THE REAL CLIENT PROBLEM

AI strategy moves faster than AI culture.

01

**Tools are out.
People are not ready.**

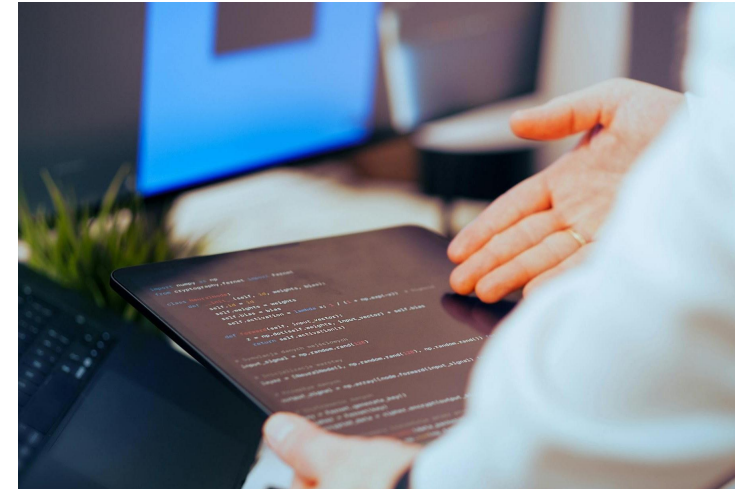
Licences bought. Pilots launched.
Fear, resistance and patchy adoption
stall the change.

02

**Culture has to keep up
with the tech.**

Champions inside every team who
turn AI into confidence, shared
language and daily practice.

The technology arrived. The habits did not. That is the work.



WHAT WE SEE ON THE GROUND

The block is rarely the technology. It is confidence, permission and habit.

OUR ANSWER

Build a Champions layer inside your company.

A small trained group, equipped and trusted, who turn AI into a shared language across your teams.

01 Champions learn. Grow mindset, unlock tools, build early wins.

02 Champions show. Model the behaviour, make the case, hold the line.

03 Champions cascade. Align stakeholders, spread practice, keep the rhythm.

Trained by FocusU · Owned by your business · Cascaded by your people



HOW IT WORKS

We train the Champions. You own them.
They carry it to everyone else.

THE GAP, IN NUMBERS

Everyone is investing. Almost no one is ready.

1%

of companies say they are mature in gen AI deployment.

McKinsey, Superagency in the Workplace, 2025

92%

of executives plan to increase AI investment over three years.

McKinsey, Superagency in the Workplace, 2025

1.6x

more likely to exceed expectations with strong change management.

Deloitte, Build an AI-Ready Culture

The gap is not ambition. It is culture, capability and cadence.



WHERE THE MONEY GOES

Budget is not the constraint. Readiness is.
Champions are how readiness gets built.

A 30-SECOND SELF-CHECK

Where are you in your AI transition?

STAGE 01 • EXPLORING

AI Discovery

Curiosity is high. Confidence is low. Teams ask what this means for them.

MINDSET • SAFETY • LANGUAGE

STAGE 02 • DOING

AI Execution

Tools are in hand. The work shifts to using them well, in public, under pressure.

THINKING • INFLUENCE • PRACTICE

STAGE 03 • SCALING

AI Optimisation

Individual wins meet system logic. Align people, share intelligence, hold the cadence.

ALIGNMENT • COLLECTIVE • CADENCE

Pick the stage you are in. The next pages show exactly what to build there.



READ IT IN 30 SECONDS

Most Mauritius teams sit in Stage 01 or 02. The cascade is built to move them.

THE SOLUTION MAP

Six sessions. Three stages. One cascade.

STAGE 01 · DISCOVERY

Open minds. Reduce fear.

01 **Growth Mindset**
"I can learn this."

02 **Change Management**
"We will navigate this together."

Two sessions to make curiosity safe.

STAGE 02 · EXECUTION

Turn tools into everyday capability.

03 **Critical Thinking**
Judge the output before you ship it.

04 **Influencing through Storytelling**
Speak so others follow.

05 **An AI Tool**
Hands-on, on real work.

STAGE 03 · OPTIMISATION

Scale the cascade.

06 **Aligning All Parties & Collective Intelligence**
One direction. One shared brain.

Alignment and collective intelligence run as one session.

Take one module. Or take the full six-session cascade.

STAGE 01 · DISCOVERY

Open minds *before* opening tools.

People need permission to be curious and safety to be wrong before they use AI well.

01 Growth Mindset

02 Change Management

MODULE 01 · GROWTH MINDSET

Turn "I can't" into "*not yet*."

How people think about AI decides how they use it.

01 Curiosity as habit

Ask better. Explore first. Judge later.

02 Learning stamina

Stay in the zone past the point of frustration.

03 Safe experiments

Small bets. Fast reflection.
Nothing marked wrong.

04 Growth language

A shared vocabulary for progress.



WHAT CHAMPIONS LEAVE WITH

Champions who treat a hard tool as a problem to solve, not a threat to avoid.

MODULE 02 · CHANGE MANAGEMENT

Move *people*, not processes.

Every AI shift is a human shift. Champions learn to lead one with clarity, empathy and momentum.

01

Read the resistance

Spot fear signals early, in yourself and in your team.

02

Frame the shift

One story of why now, why us, why this way.

03

Build the bridge

Small wins, visible allies, protected practice time.

**THE EVIDENCE**

Deloitte: strong change management makes a programme 1.6x more likely to exceed expectations.



STAGE 02 · EXECUTION

From using AI to using AI *well*.

Champions build the daily muscles: clear thinking, persuasive communication and real tool fluency.

03 Critical Thinking

04 Influencing through Storytelling

05 An AI Tool

MODULE 03 · CRITICAL THINKING

Judge the output *before* you ship it.

AI produces fluent answers fast. Champions decide which ones hold up.

01 Question the prompt

Frame the real problem before asking the machine.

02 Test the claim

Separate evidence from confident language.

03 Spot the gap

Find what the output left out.

04 Decide and own it

Make the call, state the reasoning, carry the consequence.



THE CHAMPION'S TOOLKIT

Practised on live AI output drawn from the client's own work.

MODULE 04 · INFLUENCING THROUGH STORYTELLING

A Champion who *cannot* make the case does not cascade.

Adoption spreads through stories people repeat, not decks people file away.

01 Find the story

Start with one person and one change.

02 Build the arc

Situation, tension, shift, proof.

03 Land the ask

Say what you want the room to do next.

04 Read the room

Adjust live, not after the meeting.



THE CHAMPION'S TOOLKIT

Practised in front of peers, recorded, debriefed, then run again.

MODULE 05 · AN AI TOOL

Fluency, not *features*.

Champions work on one real tool, on real work, until useful becomes automatic.

One tool, deep

We go far into a single tool instead of skimming five.

Your own work

Prompts are built from the client's live tasks and business language.

Prompt patterns

Champions leave with reusable patterns, not one-off tricks.

CHAMPION · WORK SESSION**> PROMPT**

Draft a change-management brief for our finance team's new AI expense assistant. Tone: warm, direct, Mauritian.

> PRACTICE

Iterate. Critique. Shorten. Localise. Ship.

This is the module that makes the programme AI-enabled, and the HRDC refund 90%.



STAGE 03 · OPTIMISATION

From wins to *a system.*

When individuals get good, the question becomes how teams get smart together and stay that way.

06 Aligning All Parties & Collective Intelligence

MODULE 06 · ALIGNING ALL PARTIES & COLLECTIVE INTELLIGENCE

One direction. *One shared brain.*

Champions close the gap between what sponsors say and what teams hear, then turn individual wins into shared practice.



ALIGN THE LAYERS

Layer 01	Leaders	Sponsor the story.
Layer 02	Managers	Coach the shift.
Layer 03	Champions	Translate for teams.

COMPOUND THE LEARNING

- 01 Capture**
One Champion's prompt becomes every Champion's playbook.
- 02 Share**
Huddles and cadences built into the working week.
- 03 Compound**
Team IQ keeps rising after the session ends.

AI stops being an individual skill and becomes the way the business thinks.

WHAT CLIENTS WALK AWAY WITH

Five things clients keep.

- 01 Ready people**
Champions who cascade without burning out.
- 02 Shared language**
One vocabulary across leaders, managers and teams.
- 03 Less fear**
Curiosity replaces defensiveness.
- 04 Real adoption**
Licence counts turn into actual usage.
- 05 A rhythm**
Weekly, monthly, quarterly. It keeps running.



THE BUSINESS OUTCOME

Not one event. A system that keeps compounding: Champions inside the business, playbooks that outlive the session, culture that holds.

THE WAY WE TEACH

Nobody learns AI by reading about AI.

- 01** **Do it**
EXPERIENCE A hands-on activity that surfaces real behaviour.
- 02** **See it**
REFLECT What just happened? What did I notice about me?
- 03** **Name it**
FRAME A simple model. The hook they remember on Monday.
- 04** **Try it**
PRACTICE Rehearse in a safe room, on real prompts.
- 05** **Own it**
COMMIT One next action, with a peer holding it in place.



EXPERIENTIAL BY DESIGN

Hands-on. Gamified. Social. Applied on Monday morning.

DELIVERY OPTIONS

Pick the format that matches your reality.

FORMAT 01 · FAST

Half-day

A sharp session to seed a Champions cohort.

3 to 4 HRS · IN-PERSON

FORMAT 02 · DEEP

Learning Journey

Multi-touch: sessions, practice, coaching, reflection.

4 to 12 WEEKS · BLENDED

FORMAT 03 · PLAYFUL

Gamified

Simulations, missions and challenges that feel like play.

FLEXIBLE · ADD-ON TO ANY FORMAT

FORMAT 04 · APPLIED

AI Tool Practice

Embedded practice on a real tool, on real work.

ON THE JOB · REAL PROMPTS

Modular. Take one module, or the full six-session cascade.

HRDC

Most of this *comes back to you.*

The Human Resource Development Council refunds training spend for MRA-registered employers. Every module in this programme qualifies.

WITH THE AI TOOL MODULE

90%

refund on the total programme cost

FACILITATION ONLY

70%

refund on the total programme cost

THE PROCESS

- 01 G1, five days before** You submit the G1 to HRDC. We provide the template.
- 02 The sessions run** We record attendance, photos and learning outcomes.
- 03 G3, within 30 days** You submit the G3. We supply every supporting document.
- 04 Refund, 4 to 8 weeks** HRDC processes the refund after G3 approval.

ELIGIBILITY

Participants must be employees, not contractors or board members.

The company must be MRA-registered and up to date on the training levy.

Leadership, team effectiveness and soft-skills topics all qualify.

We provide templates, attendance records and outcome documents. The filing stays with you.

ON THE ISLAND, NOT IN THEORY

Trusted by Mauritius' most demanding teams.

40k+

learners touched in 2025

25+

Mauritius testimonials published in H2 2024

6

sectors served on the island

14+

years facilitating in Mauritius

BANKING & FINANCIAL SERVICES

MCB · Absa · SBI Mauritius · MUA · MCB Leasing

TELCO & LOGISTICS

Orange · Outremer Telecom · DHL · Maersk · Fracht

CONGLOMERATE & INDUSTRIAL

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PROFESSIONAL SERVICES, EDUCATION & HOSPITALITY

Grant Thornton · SD Worx · Middlesex University · Accresco · One&Only Le Saint Géran

Client names drawn from FocusU Mauritius' published testimonials at focusu.com/mu/testimonial. No endorsement is implied beyond what those organisations have publicly shared.



READY WHEN YOU ARE

Let's build your *AI Champions.*

Start with one team, one module, one half-day. Then cascade it across the business.

- 01 A 30-minute discovery call.
- 02 A tailored proposal for your context.
- 03 Your first cohort, on the ground, in Mauritius.

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