

5

COURSE 5 · SUPERVISOR ORIENTATION INSTRUCTOR CHEAT SHEET

Supervisor Orientation

Permission culture, the apprentice problem, the delegation equation for leaders. One deck, two delivery modes — 30-min briefing or extended 2-hr joint session with builders.

30 min briefing · 2 hr joint extension
28 slides · 0 platform switches
Companion to [week-5-supervisor.html](#)

| | [B] 0:00 Why we're here | [B] 0:05 Permission culture | [B] 0:15 Apprentice + drill | [B] 0:25 3x3 & close | [J] +0:30 Live tool review | [J] +1:15 "Yes" workshop | [J] +1:45 Wrap & commitments |
|--|---|--------------------------------|--------------------------------|-------------------------|-------------------------------|-----------------------------|--|
| B1 5 MIN | Why We're Here 0:00-0:05 [BRIEFING] OPENER · NO DEMO | | | | | | OUTCOME · FRAMING Stakes named Supervisors hear this is a leadership problem, not a tool problem. |
| B2 10 MIN | Permission Culture 0:05-0:15 [BRIEFING] CORE MESSAGE | | | | | | OUTCOME · VOCABULARY Permission decision named The Yes / No becomes a decision they own — not a default they drift into. |
| B3 10 MIN | Apprentice Problem + AI Review Drill 0:15-0:25 [BRIEFING] DECISION EXERCISE | | | | | | OUTCOME · VERIFICATION HABIT Drill experienced first-hand Supervisors feel the verification rule from inside — the drill is the tool they hand to their Marines. |
| B4 5 MIN | 3x3 Quick-Ref & Close 0:25-0:30 [BRIEFING] COMMITMENT | | | | | | OUTCOME · COMMITMENTS One experiment per supervisor Each supervisor leaves with a named Marine, a named task, and a 14-day clock running. |
| JOINT SESSION EXTENSION · +90 MIN | | | | | | | |
| J1 45 MIN | Live Tool Review w/ Builders +0:30-1:15 [JOINT] YOU MODERATE, BUILDER DRIVES | | | | | | OUTCOME · CALIBRATION Taste shared between builder & supervisor Supervisor sees what their Marine actually shipped; the "Yes" criteria become specific. |
| J2 30 MIN | "Yes" Criteria Workshop +1:15-1:45 [JOINT] PAIRED | | | | | | DELIVERABLE · WRITTEN Yes / No rules per supervisor Three Yes + two No rules — published to the supervisor's section library by EOW. |
| J3 15 MIN | Wrap & Commitments +1:45-2:00 [JOINT] SIGN-OFF | | | | | | OUTCOME · PIPELINE Names captured for next cycle One Course-2 candidate per supervisor; the apprentice pipeline visibly populated. |

Anchors, recovery, homework

The phrases you repeat in both modes, the recovery cues for senior-leader hijacks and policy drift, and the commitments you must walk out with from either mode.

Use during: the AI Review Drill
Use during: any commitment wobble
Companion to [week-5-supervisor.html](#)

PRE-FLIGHT & HAND-OFF CUES

Done 24 h before; verified at T-15 min · deck-led, minimal switching

- **Pick the mode.** Confirm with the senior leader: 30-min briefing only, or extended 2-hr joint with their builders? Adjust calendar invites accordingly.
- **Tabs & PDFs.** Deck (Week 5), this cheat sheet, the *Executive Brief PDF*, the *RAI Compliance Brief*, the Tools page.
- **If joint session:** coordinate that each supervisor's builders bring *one* deployed tool to demo (5 min each). Pre-share the URL list.
- **Drill artefact.** Have the AI-drafted memo (3 hidden hallucinations) loaded and ready to drop in chat at the [B3] cue.
- **Speaker notes.** Press **N** to enable. Notes are tagged *[BRIEFING]* and *[JOINT]* — follow the right track for the chosen mode.
- **Briefing · opener.** No tool demos. Eye contact, anchor the “5–10-year apprentice problem” on the centerpiece slide.
- **Briefing · close.** Hand each supervisor a printed copy of this cheat sheet and the 3×3 quick-ref slide. Get verbal commitment to one experiment.
- **Joint · tool review.** Builders drive their own screens. Supervisor sits beside them. You moderate — do not narrate the tool.
- **Joint · “Yes” workshop.** Pairs work in breakouts (or side-by-side). Each pair returns with a written rule the supervisor will apply this quarter.

ANCHOR PHRASES

Plant in the opener; cite when you need them

1. **“Permission culture — or you will lose the next generation to the units that grant it.”** Open with it; repeat at the close in both modes.
2. **The supervision rule.** A capable assistant whose work you check is not cheating — it is supervision. The cheating is shipping unverified output.
3. **The Delegation Equation, for leaders.** Audience · done · risk · verification rule. If you can name them, you can grant the Yes.
4. **The drill is the verification habit.** RAI compliance is the rule; the AI Review Drill is the muscle.
5. **Calibrate taste, don't approve tools.** Joint mode is about taste, not tool sign-off. The artefact is the “Yes” criteria, not an approved list.
6. **Specific, no platitudes.** Yes/No rules must name what gets a Yes. “Use it responsibly” doesn't count.
7. **Protect the apprentice pipeline.** Name one junior for next-cycle Course 2 before you leave the room.

RECOVERY & PACING CUES

When the room slips, this is the order of operations

- **Supervisor objects: “This is just cheating.”** Re-anchor on the Delegation Equation. “A capable assistant whose work you check is not cheating — it is supervision. The cheating is shipping unverified output. Today is about the verification rule.”
- **Senior leader hijacks the room with policy questions.** Park them: “Great question — logging it for the program lead.” Stand up the parking lot in chat. Protect the drill and the commitment close.
- **Builders arrive without tools to demo (joint mode).** Pivot to the Frontier Map — supervisor and builder fill it together. The Yes-criteria workshop still works without a live tool.
- **Room nods politely; no commitments at the close.** Force a written deliverable: each supervisor types their one experiment in chat before they leave the call. *No type, no exit.*
- **Compliance worry derails the drill.** Hand them the RAI Compliance Brief PDF. Tell them this drill *is* compliance — it is the verification habit RAI requires.
- **Pacing valve (briefing).** If you fall behind, compress the Permission Question to a single hand-raise. Never cut the drill or the commitment close.

COMMITMENTS TO ISSUE BEFORE LOGOFF

Both modes — do not let the room exit without these

- **One experiment in 14 days** with one Marine. Defined verification rule. Report back to the program lead with what they learned.
- **Read the Executive Brief PDF** before the next staff meeting; bring one slide to share.
- **Joint mode only:** publish the “Yes” criteria written with the builder to the section's shared library by EOW.
- **Protect the apprentice pipeline.** Name one junior on the team who should attend Course 2 (Builder Orientation) next cycle. Name them to the program lead.