

Supervisor Orientation

Permission culture, the apprentice problem, the delegation equation for leaders. Two delivery modes from one deck.

DURATION 30 min brief / 2 hr joint
AUDIENCE Supervisors / decision-makers
PREREQ None (program awareness)

5

COURSE 5 · FACILITATOR PACK

[B] 0:00-0:05 Why we're here BRIEF OPENER	[B] 0:05-0:15 Permission culture CORE MESSAGE	[B] 0:15-0:25 Apprentice problem + drill DECISION EXERCISE	[B] 0:25-0:30 3x3 quick-ref & close COMMITMENT	[J] +0:30-1:15 Live tool review w/ builders JOINT SESSION	[J] +1:15-1:45 "Yes" criteria workshop PAIRED	[J] +1:45-2:00 Wrap & commitments SIGN-OFF
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PRE-SESSION PREP

Done 24 h before; verified at T-15 min

- **Pick the mode.** Confirm with the senior leader: 30-min briefing only, or extended 2-hr joint with their builders? Adjust calendar invites accordingly. The full joint-session agenda ([./courses/supervisor.html#joint-session-agenda](#)) — extended timing, Exercise C, room setup, and the optional live tool review and "Yes" criteria workshop — is published on the Course 5 page.
- **Tabs & PDFs.** Deck (Week 5), this pack, *Executive Brief PDF* ([../pdf/EDD_Executive_Brief.pdf](#)), *RAI Compliance Brief* ([../pdf/EDD_RAI_Compliance_Brief.pdf](#)), 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 M3 cue.
- **Speaker notes.** Press **N** to enable. Notes are tagged *[BRIEFING]* and *[JOINT]* — follow the right track for your mode.

LIVE HAND-OFF CUES

Deck-led; minimal switching

- **Briefing · opener.** No tool demos. Eye contact, anchor the "5–10-year apprentice problem" on the centerpiece slide.
- **Briefing · AI Review Drill.** Drop the memo in chat. Three minutes silent. Two minutes show-of-hands on what they caught. Reveal the planted three.
- **Briefing · close.** Hand each supervisor a printed copy of this pack and the 3x3 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 "what gets a Yes" rule the supervisor will apply this quarter.

EXERCISE & ACTIVITY PROMPTS

Read these to the room verbatim

- **Briefing · AI Review Drill (5 min).** "You have an AI-drafted memo from one of your Marines. It looks polished. Three of the facts in it are wrong — confidently, fluently wrong. You have three minutes. Find them." Reveal: the planted three are a fabricated date, a fabricated name, and a re-stated regulation that does not exist.
- **Briefing · The Permission Question (3 min).** "Show of hands — in the last month, how many of you have *told a Marine no* when they wanted to use AI for a routine task? How many *did not know they were doing it?* Both are normal. Today is about making the call deliberately."
- **Briefing · Commitment close (2 min).** "Before you leave: one experiment you will run with one Marine in the next 14 days. Verbalise it now. We will follow up."
- **Joint · Live Tool Review (45 min).** "Each builder — five minutes. Show your tool. Tell me one thing AI did well, one thing it got wrong. Supervisor: ask one hard question. We are not approving tools today; we are calibrating taste."
- **Joint · "Yes" Criteria Workshop (30 min).** "Pairs — supervisor and builder. Write three rules that earn a Yes from this supervisor for AI use, and two that earn a No. Specific. No platitudes. Bring back to the room."

ANCHOR PHRASE "Permission culture — or you will lose the next generation to the units that grant it."

WHEN THIS GOES SIDWAYS

Top failure modes & recovery

- **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.

POST-SESSION HOMEWORK

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 you learned.
- **Read the Executive Brief PDF** before your next staff meeting; bring one slide to share.
- **Joint mode only:** publish the "Yes" criteria you wrote with your builder to your section's shared library by EOW.
- **Protect the apprentice pipeline.** Identify one junior on your team who should attend Course 2 (Builder Orientation) next cycle. Name them to the program lead.

Supervisor Orientation — class links

Every URL the Week 5 deck cues you to drop into Microsoft Teams chat. Read aloud or type into the chat — no copy buttons since this is the printed pack.

DECK MATERIALS

The four files instructors typically share at the start of the briefing or joint session.

Week 5 Student Handout

When: Drop in chat at session start (or send ahead to supervisors).

<https://jeranaias.github.io/ExpertDrivenDevelopment/handouts/week-5-supervisor.html>

Week 5 Facilitator Pack (HTML)

When: Send to a co-facilitator running the joint extended session alongside you.

<https://jeranaias.github.io/ExpertDrivenDevelopment/facilitator/week-5-supervisor.html>

Week 5 Facilitator Pack (PDF)

When: Email-friendly one-pager.

<https://jeranaias.github.io/ExpertDrivenDevelopment/facilitator/pdf/week-5-supervisor.pdf>

Week 5 PowerPoint deck

When: For instructors who present from PowerPoint or want to edit the slides locally.

<https://jeranaias.github.io/ExpertDrivenDevelopment/pptx/week-5-supervisor.pptx>

Week 5 slide deck (HTML)

When: For supervisors who missed the briefing.

<https://jeranaias.github.io/ExpertDrivenDevelopment/decks/week-5-supervisor.html>

Week 5 Supervisor Orientation (pre-rendered PDF)

When: A pre-rendered PDF of the supervisor briefing — use when you can't share an HTML link (e.g. forwarding to a CO who reads PDFs only).

https://jeranaias.github.io/ExpertDrivenDevelopment/pdf/EDD_Week5_Supervisor_Orientation.pdf

AIR-COVER BRIEFS (MODULE 5)

The Module 5 “Further reading” slide explicitly cues supervisors to forward these two PDFs to their O-5/O-6. Both are designed to be read once and forwarded.

EDD Executive Brief (PDF)

When: Slide cues: “send the Executive Brief to your O-5/O-6.” A 15-slide Teams briefing on what EDD is and what it costs.

https://jeranaias.github.io/ExpertDrivenDevelopment/pdf/EDD_Executive_Brief.pdf

EDD RAI Compliance Brief (PDF)

When: A one-page RAI/compliance map — pair with the Executive Brief when forwarding to legal or compliance reviewers.

https://jeranaias.github.io/ExpertDrivenDevelopment/pdf/EDD_RAI_Compliance_Brief.pdf

SUPERVISOR REFERENCE DOCS

Optional supplementary documents supervisors commonly request after the briefing.

EDD SOP (PDF)

When: The canonical SOP supervisors review when they want to know what their builders are working from.

https://jeranaias.github.io/ExpertDrivenDevelopment/pdf/SOP_Expert_Driven_Development_v5.pdf

Training Curricula (PDF)

When: The full six-week curricula document — useful when a CO asks “what does the program actually cover?”

https://jeranaias.github.io/ExpertDrivenDevelopment/pdf/TRAINING_CURRICULA_v5.pdf