

# AI Enablement Resistance & Risk Plan

*The real risks of AI adoption, and a practical mitigation for each*

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This is where a serious enablement program separates itself from enthusiasm. Every risk below is documented in the research on enterprise AI adoption, and every one has a practical mitigation. Naming the risks honestly, and having an answer for each, is what earns the trust of IT, legal, and leadership.

## Risk and mitigation table

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Risk	Why it happens	Mitigation
Shadow AI	People use unapproved tools because approved ones lag or do not exist	Provide capable approved tools, plus clear policy and visibility into usage
Data leakage	Sensitive or regulated data pasted into public tools	Red/yellow/green data guidance, approved-tool list, scenario-based training, manager reinforcement
Hallucinations	AI produces confident but wrong output	The verification rule: AI output is a draft a human checks; never publish unverified
Low adoption	Training is a one-off; no reinforcement or support	Phased program, manager modeling, office hours, and visible early wins
Overhyped expectations	Leaders expect instant transformation	Set realistic, phased goals; measure and report honest progress
Tool fatigue	Too many tools or changes at once	Start with one or two tools and a few use cases; expand only as people are ready
No governance	Adoption races ahead of any rules	Governance built in from day one, not bolted on later
Prompt dumping	People paste tasks in without redesigning the workflow	Teach workflow redesign and use-case sprints, not just prompting
Cost / rate limits	Ungoverned usage drives runaway spend	Set usage controls and budgets; monitor consumption from the start
Managers not modeling	Leaders endorse AI but do not use it	Manager enablement and coaching guides; leaders go first

*Worked example. Risk: employees paste a signed contract or patient information into a public chatbot. Mitigation: a clear AI acceptable-use policy, an approved-tool list, simple red/yellow/green data guidance, scenario-based training that rehearses exactly this situation, and managers who reinforce the rule consistently. The combination of policy, tooling, training, and reinforcement is what actually changes behavior, not policy alone.*