The PMI Belgium keynote, on one page · Harry Snoxell

You earn it.
One layer at a time.

Five layers. Each one is useful on its own. And each one earns the trust for the next.



The map, from the bottom up

LAYER 0
Foundation

Clean data, a documented process, and people actually following that process. No AI yet.

Start here: pick one area. Clean it up, prove that it works, see the gains, and grow from there.

"AI is a multiplier. And a multiplier doesn't care what it's multiplying."

LAYER 1
Find

Ask the question. AI searches your documents and records and gives you the answer, with a link to the exact source.

Start here: one set of meeting minutes, or one series of process documents. Check the answers against their sources.

"Find doesn't ask for your trust. It shows you exactly where every answer came from."

LAYER 2
Run

Your process, run on its own as a chain of small jobs. If a step can be done by a function, it has to be. AI only where it makes sense.

Start here: write down the job in plain language, what it must deliver, the exact steps, and which tool does each one. Then have AI build it.

"The AI isn't in the process. It's behind it."

LAYER 3
Think

Months of meetings, reports and decisions, read together, and the patterns pulled out: the risk nobody in any single room could see.

Start here: start narrow, with one meeting series and one type of question. Make it show its references. Nothing goes out until a person has read it.

"The AI drafts. You decide."

LAYER 4
Predict

Most slips don't come out of nowhere. The signs are usually already there, spread across hundreds of places. Predict reads them, using everything the layers below taught it: find it, read it, connect it.

Start here: this layer asks for the most trust, so it comes last, once your team has watched the layers below get things right, week after week. The final decision stays with a person.

"Predict is the sum of everything below, pointed forward."

If you remember three things

1
The foundation comes first.
It used to be the boring work nobody had time for. Now it's the gold.

2
Trust is earned.
You don't earn it with a demo. You earn it by checking, week after week, until they don't need to.

3
Start small.
One process. One win. Then the next.

harrysnoxell.com/talk · talk to me about AI in the PMO

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