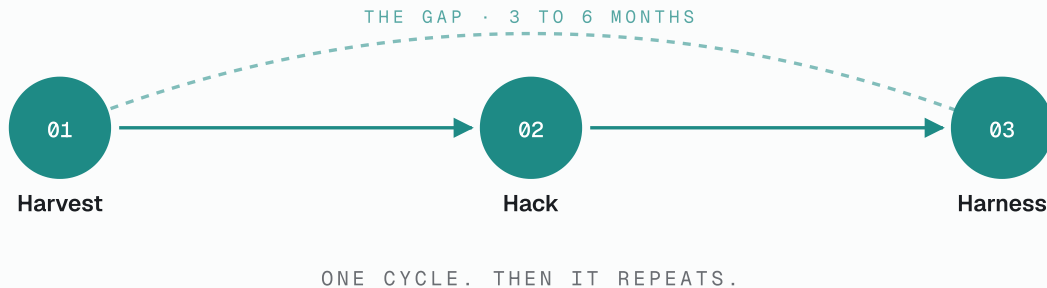


H³ at a glance.

A repeatable rhythm that turns scattered AI experimentation inside an organisation into adoption that sticks and outcomes you can measure. One cycle is the unit. Cycles compound.



STEP 01 Harvest

HALF DAY
ON-SITE

People in the room share what they have actually tried with AI: the good, the bad, the ugly. No slides. Themes get surfaced in the participants' own words. The agenda of the day forms from what is in the room, not from a deck written last week.

OUT →

A Themes Wall of the real questions and opportunities worth working on, set by the room.

STEP 02 Hack

FULL DAY
ON-SITE

Teams self-select around the Themes Wall and fresh proposals. They build, prototype, document. Whatever moves the work: code, prompts, configs, workflow changes, or guideline drafts. Outputs are deliberately varied.

OUT →

A set of concrete, demoable outputs, each ready to be proposed for a real-world destination.

STEP 03 Harness

HALF DAY
ON-SITE

Each team shows what they made and proposes one of three destinations for it. A named owner steps up. The Sponsor confirms air cover live, per decision. The room agrees, challenges, or redirects.

OUT →

Each output becomes a guideline update, an adopt-now decision with a named owner, or a continue-exploring thread.

STEP 04 The Gap

3 TO 6 MONTHS

This is where outcomes are produced. Named owners carry their adopt-now decisions into the live system and keep explorations moving. Status lives on a shared page everyone in the organisation can see. The Sponsor honours air cover as adoptions hit friction. No central committee. No check-in meetings.

OUT →

Visible motion on the status page. Some decisions ship. Some pivot. Some get killed with a documented reason.

STEP 05 Repeat

NEXT HARVEST

The next Harvest opens with a brief, honest status check on the last cycle's outputs. How did each one land? What got in the way? What is next? Cycle 1 ends here. Cycle 2 opens. Cycles compound on the work the previous one moved, or didn't.

OUT →

A repeating rhythm of decisions, motion, and honest inspection, compounding cycle by cycle.

THREE PRINCIPLES

Opt-in participation. Invitations are real. "No" carries no consequence.

Air cover, per decision. Live confirmation in the room, not in a slide.

Status visible every cycle. Motion or honest stall, in the open.

ONE PROMISE

Cycle 1 produces concrete evidence on a single page. **Cycle 2 only runs if that evidence is there.** The next cycle is never an automatic renewal.