

# Artificial Intelligence (AI) Coaching and Mentoring: Frameworks and Futures 2024-2034.



Jazz Rasool

Founder, Artificial Intelligence Coaching Alliance

Co-Chair, IfATE, Coaching Professional

Apprenticeship Trailblazer group

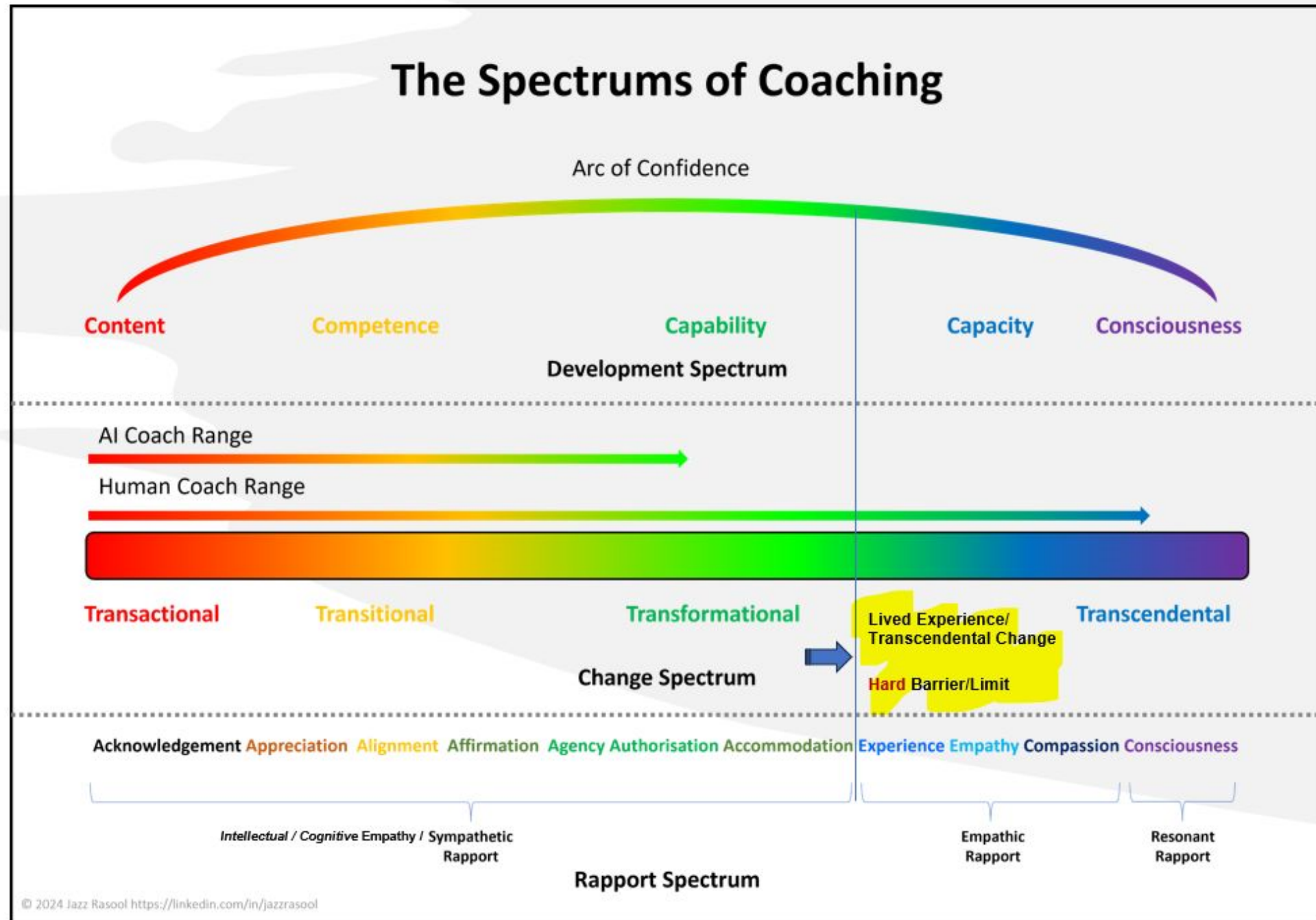
Member, techUK Skills and Diversity Council



Artificial  
Intelligence  
Coaching  
Alliance

Adopt or Adapt using a  
4 Stage Safe and Slow  
Onboarding

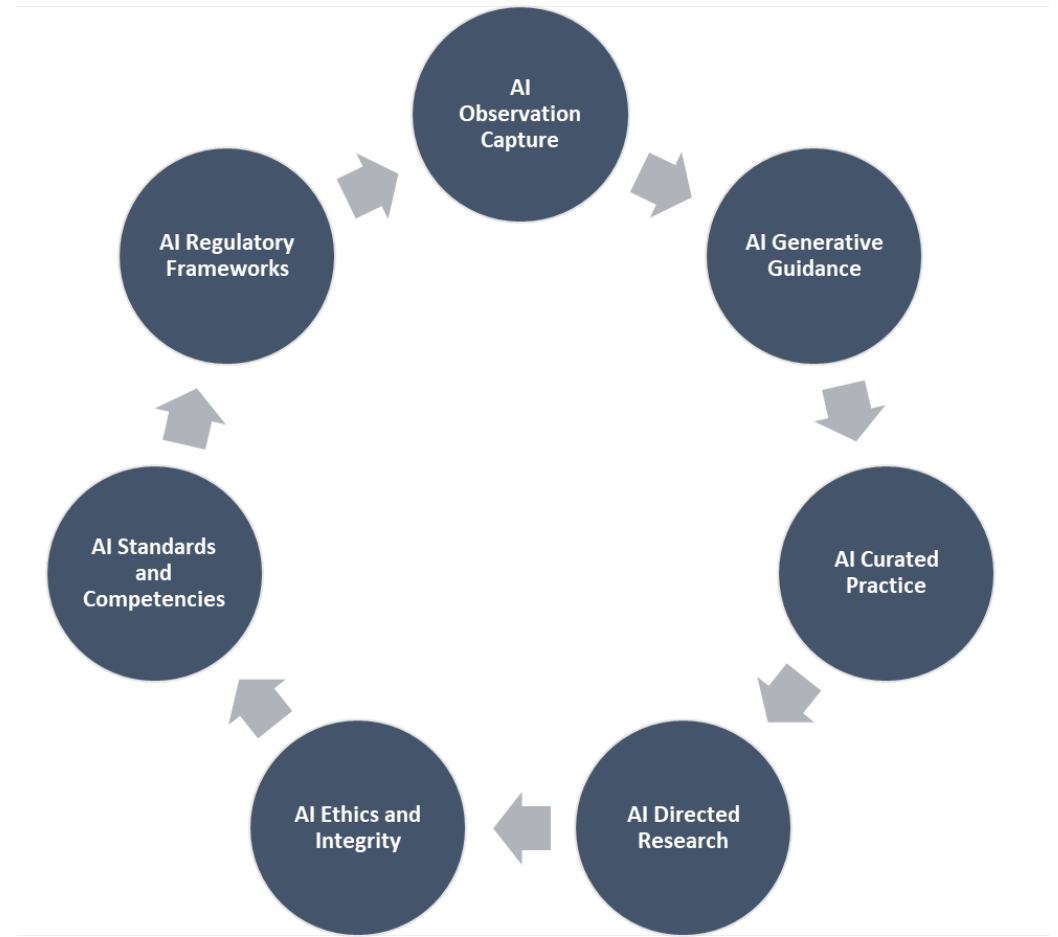
How far  
can an  
AI coach,  
compared  
to a  
Human  
coach?



# Overview and Introduction

## A Roadmapping Strategy for Human/AI Coaching and Mentoring Education, Practice, Research and Regulation

The future needs to be mapped and prepared for using collaborative strategies and projects not confined to any one body but through a coherent, integrated response, that given the rate of emerging AI impacts on professionals, needs to have been completed in 6-12 months, at the latest by December 2024 and ideally by June 2024.



# Human/AI Curated Coaching and Mentoring:

## 4 Stage Safe and Slow Framework

### 1. AI-Informed

A coach will use a coaching process informed by AI metrics, observations and forecasts. All suggestions and coaching processes will be enacted and managed by the coach.

AI Informs Coach.

Coach creates Guidance Suggestions as a basis for Client Dialogue.

### 2. AI-Guided

A coach will use a process that will utilise suggestions from an AI informed by AI metrics and observations and forecasts.

AI Informs and offers Guidance Suggestions to Coach.

Coach Filters Suggestions as a basis for Client Dialogue.

### 3. AI-Delivered, Supervised

A coaching process will be delivered by an AI Coach Agent informed by AI metrics, observations and forecasts but will be moderated, overseen and supervised by a human coach.

AI Informs and offers Guidance Suggestions directly to client.

Coach Moderates Suggestions and adapts if needed

### 4. AI-Delivered, Unsupervised

A coaching process will be delivered by an AI Coach Agent informed by AI metrics, observations and forecasts but will be not be moderated, overseen and supervised by a human coach.

Constraints and triggers will be put in place to ensure the AI Coach Agent autonomously manages boundaries. If a potential violation is likely because uncertainty thresholds have been exceeded, a human coach will be requested to intervene before proceeding further.

AI Informs and offers Guidance Suggestions directly to client.

Coach only intervenes if coaching boundaries might be broken.

Be Continuously  
Learning

## The True Ethical Complexity of Coach-Client-AI Tripartite Dynamics

In AI facilitated Coaching, ethical management of the relationships with AI in the loop are more complex than just a third party making the Coach-Client system a Tri-partite relationship.

A Coach-Client-AI Tripartite scenario has 21 relationship dynamics.

For example, the client alone has

1. Relationship to Self (Ego/Personality/Character/Subconscious/Conscious)
2. Relationship to AI
3. Relationship to AI Relationship Entity
4. Relationship to Coach
5. Relationship to Relationship with Coach Entity
6. Relationship to Ecosystem actors and elements
7. Relationship to Relationship with Ecosystem Entity

The AI and Coach also has these 7 dynamics -except the AI may have many more dynamics as the datasets and models have been shaped, possibly by millions, if not billions of people.

*To manage 21 dynamics in real time might need a second AI to oversee the complexity!*





# Human/AI Coaching and Mentoring Competency Sets



		Human/AI Application Level					
		Client	Professional Coach/ Mentor	Session/ Process	Training/ Education	Supervision of Professional	Professional Regulation
Scale of Application	Individual / AI Interactions	Individual Client seeks awareness of AI use for coaching, managing it to use for self-development and to develop creative ways to utilise it in life and work. Effective in use pre/during/post session	Individual Professional seeks awareness of AI use for self-development, managing it to use for self-development and to develop creative ways to utilise it in life and profession. Effective in self-use pre/during/post session	Individual Professional seeks awareness of AI use for empowering client, managing it to use for empowering self/client/AI relationship and interactions. Finding creative ways to utilise it together with client in the session. Effective in using AI as a multiplier, enhancing session pre/during/post session	Individual Training or Education Provider creates curriculum based on all competencies to left. Develops awareness of AI use for professional to develop themselves and empower client. Imparting skills for managing to use AI for empowering self/client/AI relationship and interactions. Facilitating skills to creatively utilise AI in a session. Refines effectiveness of professional in using at as a multiplier, to enhance session pre/during/post session Prepare professional to meet ethical and certification requirements as well as Continuing Professional Development	Individual Supervisor oversees an Individual Professional using AI or has an Individual client that uses AI for guidance based on all academic, personal and interpersonal competencies to left while curating supervision based on regulatory parameters. Cultivates Reflective Practice as well as mentor's professional in ongoing practice and development based on latest AI technology utilisation alongside human interventions.	Individual Governance, regulatory body or organisation creates Ethical and Legal Adherence frameworks. Curates Effective AI Business Cases and adoption contexts, deployment, utilisation and Research to serve and develop all competencies to left
	Human Group / AI Interactions	Human/AI Self-Awareness and AI-Readiness Intelligence for Client Team/Division pre/during/post session/meeting. Based on Individual cell of competencies of individuals above, curated through a collective, collaborative interventions.	Human/AI Coaching and Mentoring Practice and Delivery for Professional Team/Division pre/post session	Facilitating Team Coaching dynamics	Imparting Team/System based Coaching and Mentoring education using AI for partnered or curated learning and professional competency development.	Supervising a Professional Team using AI or a team that has clients that use AI for guidance.	Ensuring Team compliance with Professional AI Coaching and Mentoring Frameworks
	Organisational / AI Interactions	Organisational Self-Awareness and AI-Readiness Intelligence for Professional Services Organisation pre/during/post AI strategy implementation	AI Practice and Delivery for Professional Services Organisation pre/during/post strategy implementation	Facilitating Organisational Change / Transformation dynamics	Strategic Continuing Professional Development to facilitate organisation Change and Transformation using AI for partnered or curated change implementation.	Supervising use of AI across Professionals in alignment with Organisational Strategy	Organisational compliance to AI Coaching and Mentoring Frameworks



# Overview and Introduction

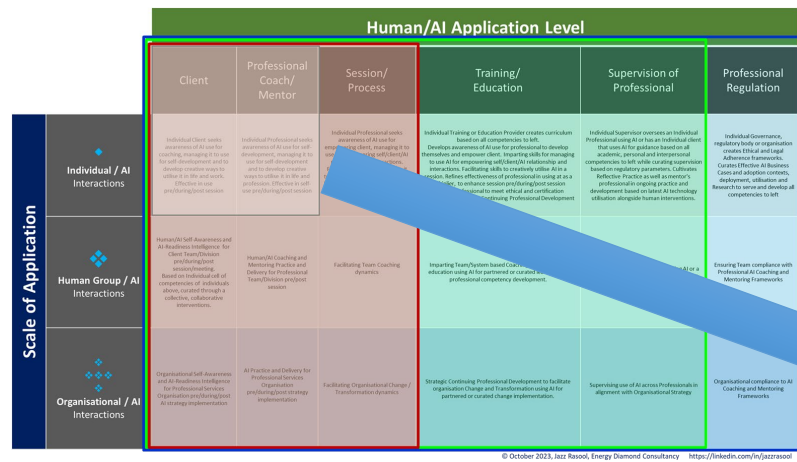
## Professional Compliance with Emerging Acts of AI Law

New laws being finalised by the European Union, such as the AI Act, have specific articles where risks are highlighted which have direct implications for professionals that are planning to use AI in their practice or are working with clients that use AI for their development. It is important that coaches are prepared for emerging compliance and competency requirements in response to laws beginning to be formalised. The enacting of laws around Data Protection such as the EU's GDPR regulations already has redefined how professionals work with clients. AI laws being formalised, when passed, will require new ethical, technical, and professional forms of compliance. Some will be self-regulated, but others will be compulsory and so there will be a legally enforceable responsibility to meet them.



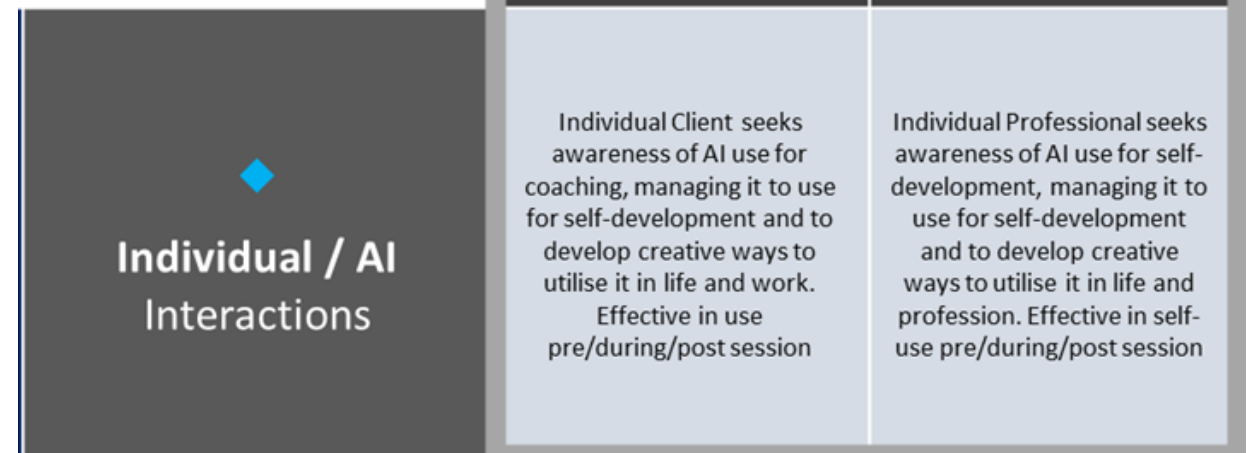
# Human/AI Coaching and Mentoring Competency Sets

## Foundation Level



Curate Emotional Intelligence based education and experience for becoming minimally AI-Ready through,

1. Self-Awareness
2. Self-Regulation/Management and
3. Self-Development



# Artificial General Intelligence (AGI), evolving beyond Humans.

*The race to create Artificial Sentience and Artificial Sapience.*

## Sapience

Going beyond mere practical wisdom and includes self-knowledge, interconnectedness, conditioned origination of mind-states and other deeper understandings of subjective experience that can result in deliberate creative perceptions and innovative fabrications of reality.

## Sentience

Capacity of a *being* to experience *feelings* and *sensations*. Used interchangeably with "sapience", "self-awareness", or "consciousness".

## Intelligence

Intelligence—*perceiving, synthesizing, and inferring information*

*Source: Wikipedia*

## Artificial Sapience

*Machines/Devices* being able to generate self-knowledge, have an experience of interconnectedness across time and space, including with other sapient devices or entities. Can have and generate subjective experiences that can result in deliberate creative perceptions and innovative fabrications of reality.

## Artificial Sentience (AS)

*Machines/Devices* being able to consciously experience feelings and sensations with an established sense of Self or Self-Awareness and respond in conscious or unconscious ways. Can sense and exchange feelings with other sentient devices or entities. Coherence of Intelligence can be influenced by memories of the past and a sense of the future.

## Artificial Intelligence (AI)

Intelligence demonstrated by electronic *machines / devices* in the *here and now*, current *time* and common *space*.

(..as opposed to intelligence displayed by humans or by other animals)

Being/  
Alive

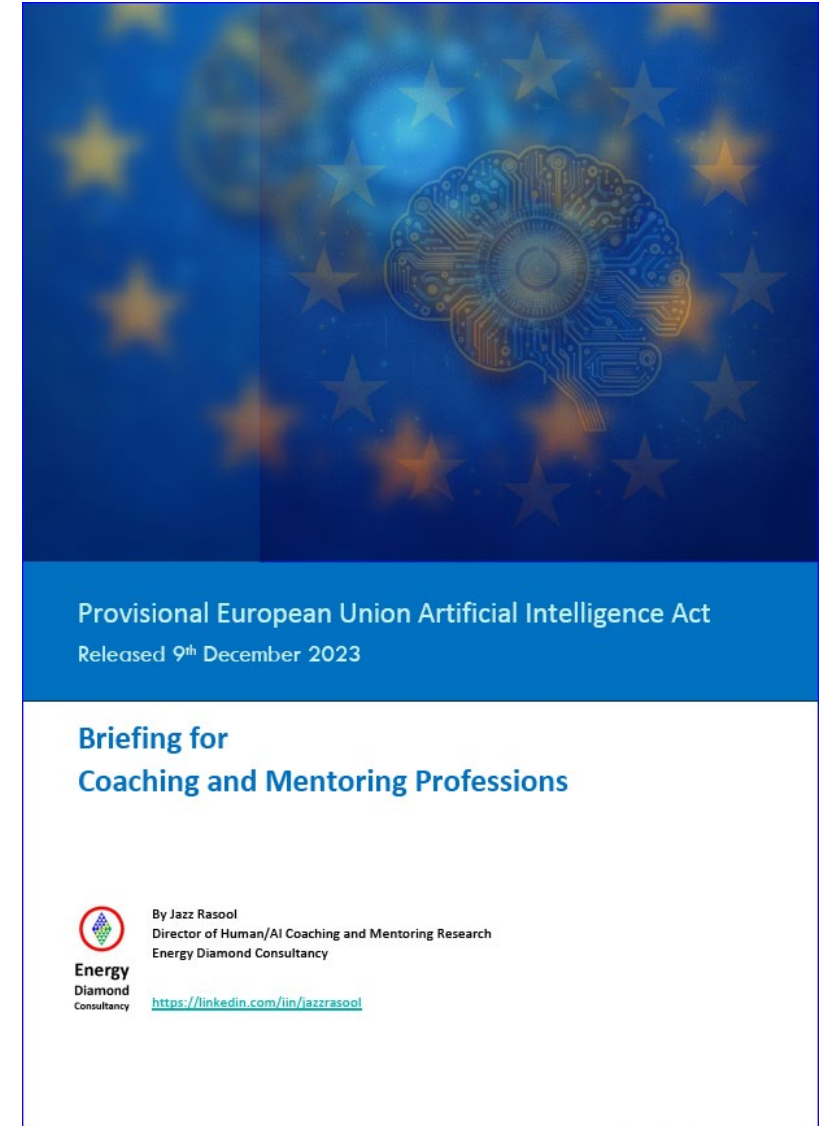


Behaviour/  
Doing

Comply With  
Regulations, Ethics and  
Laws with Supervision  
and Governance

# The EU AI Act -Implications for Coaching and Mentoring

Human/AI Potential Benefits and Opportunities  
Potential Ethical and Legal Risks



# The EU AI Act -Implications for Coaching and Mentoring

## Impacts for Coaching and Mentoring

There are a diverse range of impacts that the EU AI Act could have on various stakeholders involved in the use of AI in coaching and mentoring. Areas likely to be affected include seven key application use cases,

1. Coachees and Mentees using AI for Self-Guidance:
2. Professionals using AI for Sessions:
3. Supervision of Coaches and Mentors using AI:
4. Training Provision and certification modules covering competencies for using AI by Coaches and Mentors:
5. Regulations and Governance for Coaching and Mentoring Professionals using AI in their Practice:
6. Significance of AI Acts of law in how Research and Development is carried out that investigates AI Use in Coaching and Mentoring
7. Commercial Coaching and Mentoring Products and Services utilising AI

# The EU AI Act -Implications for Coaching and Mentoring

## Potential Impacts: Calls to Action

The author of this report recognises that the likely impacts discussed will lead to the call for,

1. **A strategic roadmap to transform coaching and mentoring professions for immediate, near, and far horizons of time, for the year 2024, the years 2025-2030 and for the years 2030-2050.**
2. **New competency sets to use AI in practice.**
3. **Modules in training and certification curriculums and Continuing Professional Development pathways to enable professionals to be AI literate.**
4. Development of supervision skillsets that can guide professionals using AI.
5. Compliance for regulatory/governance alignment and enforcement for Human/AI Coaching and Mentoring in alignment with acts of AI law.
6. Innovation in Human/AI Coaching and Mentoring Research and Development.
7. A comprehensive framework of enforceable ethical rules and standards to enact principles of empowering Human/AI Interactions.
8. Compliance of commercial coaching and mentoring products and services utilising AI with acts of AI law.

The *first three* of these responses are already in motion with briefings happening online on 13th and 14th December 2023 and a foundation course in Human/AI Coaching and Mentoring on 16th December 2023.



# Risk Management: European Union AI Act Risk Levels

## THE AI ACT

### 1. Minimal

*Allowed to be used with little requirements other than transparency obligations.*

**Examples:**

- Spam filters
- Video Games

### 3. High

*Permitted, but developers and users must adhere to regulations that require rigorous testing, proper documentation of data quality and an accountability framework that details human oversight.*

Subject to specific legal requirements.

**Examples:**

- critical infrastructures (e.g. transport), that could put the life and health of citizens at risk;
- educational or vocational training, that may determine the access to education and professional course of someone's life (e.g. scoring of exams);
- safety components of products (e.g. AI application in robot-assisted surgery);
- employment, management of workers and access to self-employment (e.g. CV-sorting software for recruitment procedures);

### 2. Limited

*Not explicitly banned or listed as high-risk, largely left unregulated such as *Chatbots*.*

### 4. Unacceptable

*A clear threat to the safety, livelihoods and rights of people.*

*Systems will be banned with little exception that:*

- Employ subliminal, manipulative, or deceptive methods to skew behaviour.
- Prey on the weaknesses of individual people or certain groups.
- Use Biometric classification systems predicated on sensitive attributes or features.
- Conduct Operations for formulating social scores or assessing reliability.
- Engage in risk evaluations to predict criminal or administrative violations.
- Generate or broaden facial recognition databases via non-specific scraping.
- Deduce emotional states in contexts such as law enforcement, border control, workplaces, and schools.

**What happens when  
AI, DEIB and Ethics  
policy implementations  
are internally and mutually  
incongruent and incoherent.**

*The Ethnic Minority Nazi:  
Google Gemini AI Image Rendering  
Misrepresentation of 1943 German Soldiers*



*The Black American Founding Father*

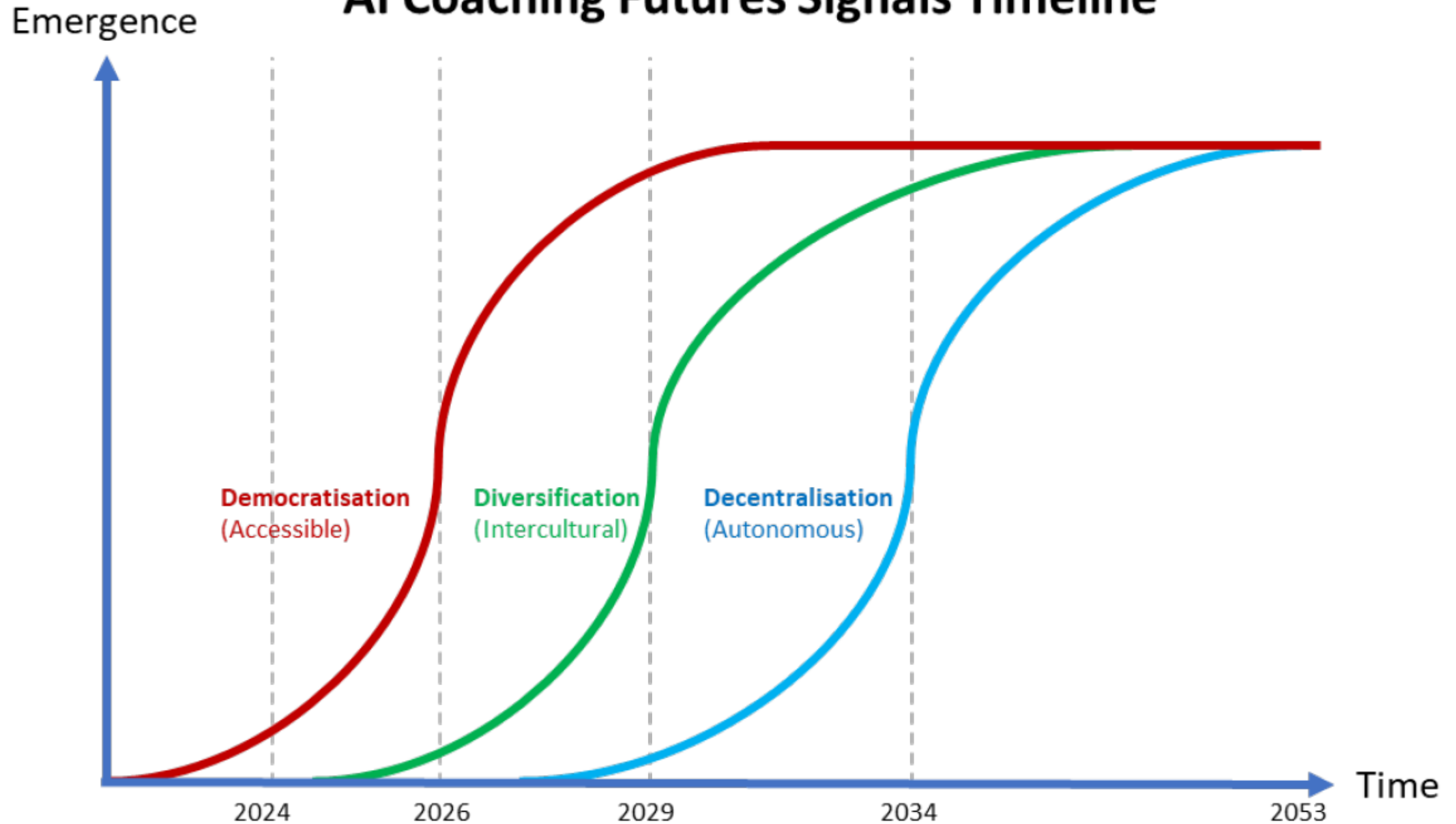
# Risk Management: AI x DEIB =?

AI Policy \ DEIB Policy	No DEIB Policy	DEIB Show Policy	DEIB Benefit Policy	DEIB Embodied Policy
No AI Policy	Both AI and DEIB are neglected, potentially leading to biased decisions and missed opportunities for inclusive growth.	DEIB efforts are superficial; AI's potential to address or exacerbate biases is ignored.	Missed opportunities to leverage AI for enhancing DEIB efforts due to a lack of AI policy.	A significant gap exists between DEIB values and technological advancement, leading to potential misalignments.
	Recommendation: Initiate basic awareness and training in both areas to start recognising the potential and risks.	Recommendation: Develop a foundational AI strategy that aligns with existing DEIB show efforts to begin bridging gaps.	Recommendation: Integrate AI considerations into DEIB benefit strategies to enhance effectiveness and reach.	Recommendation: Adopt an AI strategy that reflects DEIB embodied values to align technology use with organisational culture.
AI Show Policy	AI efforts are superficial and do not address underlying DEIB issues, risking perpetuation of biases.	Both AI and DEIB efforts are for show, creating a risk of compounding biases and fostering a culture of inauthenticity.	AI is used as a tool for business benefit without a real commitment to DEIB, potentially overlooking critical DEIB implications.	AI's potential for supporting DEIB is recognised, but efforts are not deep enough to create meaningful change.
	Recommendation: Shift from a superficial to a more substantive approach in both AI and DEIB policies to foster genuine inclusivity.	Recommendation: Move beyond surface-level policies to develop meaningful, action-oriented strategies in both areas.	Recommendation: Ensure AI applications are critically assessed for DEIB impacts, moving towards more integrated policies.	Recommendation: Deepen AI integration with DEIB policies to create cohesive, impactful strategies.
AI Benefit Policy	AI is pursued for business benefit with little consideration for DEIB, potentially exacerbating inequalities.	DEIB is showcased, but AI applications may still reflect or amplify biases without genuine DEIB integration.	Both AI and DEIB are driven by business benefits, potentially aligning in areas like talent acquisition but missing deeper cultural integration.	AI strategies are aligned with business outcomes, and DEIB values guide these strategies towards inclusive excellence.
	Recommendation: Integrate DEIB considerations into AI benefit assessments to ensure equitable outcomes.	Recommendation: Align AI benefit policies with DEIB objectives to ensure technologies advance inclusivity.	Recommendation: Deepen the integration of AI and DEIB policies beyond business benefits to foster a more inclusive culture.	Recommendation: Leverage AI to further DEIB goals, ensuring technology development and deployment are inclusive and equitable.
AI Embodied Policy	AI is embedded in operations without DEIB consideration, missing critical opportunities for promoting inclusivity.	AI development and deployment are guided by comprehensive policies, but DEIB efforts remain superficial.	AI and DEIB initiatives are aligned where beneficial, but there's room for deeper integration to fully realise potential synergies.	AI and DEIB are deeply integrated, with technology development and application enhancing organisational inclusivity and equity.
	Recommendation: Develop DEIB policies that reflect the embedded nature of AI, ensuring technology promotes inclusivity.	Recommendation: Transition DEIB from a show policy to an embodied policy, aligning closely with AI's embedded role.	Recommendation: Further integrate DEIB values into the fabric of AI policies, promoting a holistic approach to inclusivity.	Recommendation: Continue to innovate and refine practices, ensuring both AI and DEIB policies evolve in tandem to address emerging challenges and opportunities.

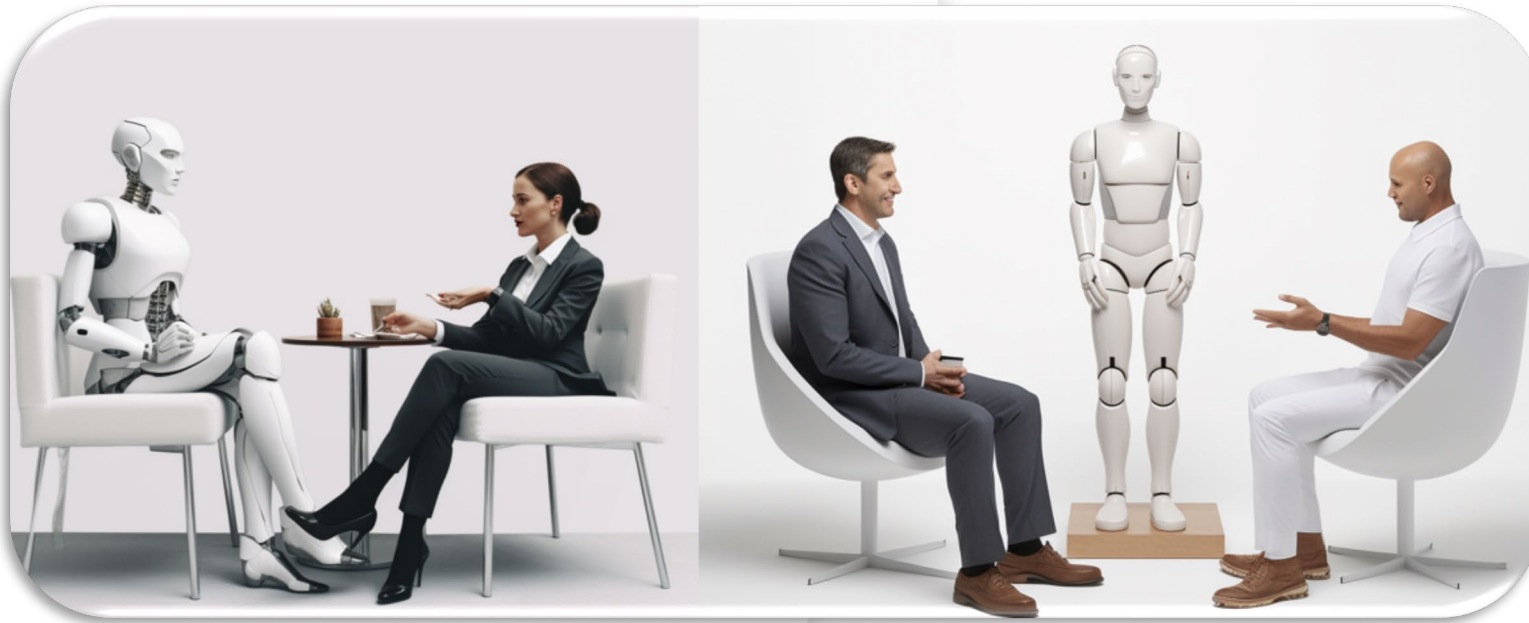
Democratise, Diversify  
and Decentralise



# AI Coaching Futures Signals Timeline



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