



MASTERING THE 4 CS OF AI COACHING THE 4 CS FRAMEWORK



THE WHY

GUARDRAILS

INSTRUCTION

HUMAN





THE 4 CS FRAMEWORK



When a team member presents an AI generated output that misses the mark, do not fix the text. Coach the Orchestration.



CONTEXT

THE WHY



Interpret AI insights into actionable strategies

The Problem:

Staff treat AI like a search engine, giving no background.

Coach the Staff to:

Define the high level goal. Who is the audience? What is the business problem we are solving?

Key Question:

"Did you tell the AI exactly why this specific customer or project is a priority?"



CONSTRAINT THE GUARDRAILS



Ensure ethical and transparent use of AI tools

The Problem:

AI Outputs can be too long, too generic, or off brand.

Coach the Staff to:

Set boundaries to help define the tone.
Professional, Empathic, word count, formatting and data security limits

Key Question:

“What ‘No Go’ zones did you give the AI? Did you tell it what NOT to say?”



COMMAND THE INSTRUCTION



Mastering Prompt Engineering Basics.

The Problem:

Vague instructions lead to vague results.

Coach the Staff to:

Use "Role-Play" prompts. (e.g., "Act as a Resource Planner with 20 years of experience"). Give the AI a specific persona and a multi step task list.

Key Question:

"If you were delegating this to a human, would this instruction be enough to get the job done?"



CRITIQUE

THE HUMAN IN THE LOOP



Soft Skills as the Competitive Edge.

The Problem:

Staff accept the first draft as "done."

Coach the Staff to:

Apply human judgment. Check for hallucinations, tone deafness, or lack of empathy. Feed that critique back into the AI to refine.

Key Question:

"Where is the 'Human Touch' missing? How can we prompt the AI to fix that specific emotional gap?"



ACTION: THE FIRST 48 HOURS



Identify tasks for automation to free up creative capacity.

1, Select a Task:

Identify one high volume, repetitive task (e.g., drafting weekly performance summaries or customer emails).

2, Conduct the Coaching Session:

Sit with your team member. Do not type for them.

3, Use the Script:

"Let's use the 4 Cs. Give me the Context of this report. What are our Constraints? Now, draft a stronger Command. Once it generates, show me your critique."

4, Celebrate the Win:

Publicly acknowledge the time saved. "Jane used the 4 Cs to reduce her reporting time by 2 hours. That's 2 hours back for coaching."





GOOD LUCK



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